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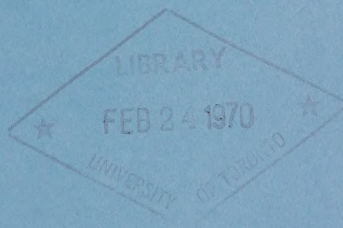
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COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS



ONTARIO



Research Branch
Ontario Department of Labour

COLLECTIVE BARGAINING PROVISIONS

IN

ONTARIO MUNICIPAL AGREEMENTS

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by

Research Branch

Ontario Department of Labour

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INTRODUCTION

This report is a statistical analysis of the principal provisions contained in 154 Ontario collective agreements covering employees of municipal governments in effect as at October 1, 1969. These agreements account for more than four-fifths of all those held in the Department of Labour's Collective Agreements Library that are classified as local government union contracts. The 17 agreements that are not included in the study expired prior to October 1, and were still under re-negotiation or their renewals had not yet been received in the Library when the data were being compiled.

A total of 35 substantive provisions was analyzed. Included are clauses concerned with union membership, checkoff of dues and other items, hours of work, and virtually all those that provide remuneration above basic wage rates, such as overtime compensation, shift premiums, paid time off and employer contributions to health and welfare and pension benefits. Related provisions are grouped together in separate sections of the study.

The data drawn from these provisions are presented in terms of numbers of agreements and numbers of employees covered, and are classified by type of bargaining unit. Where necessary and feasible, extensive footnotes have been added to explain or expand on aspects of a provision that could not be described in the tabular data.

The following paragraphs summarize some of the findings of the study.

REGIONAL AND COUNTY DISTRIBUTION

Central Ontario, with 35, has the highest concentrate of municipal agreements found in any of the economic regions of the Province. These agreements apply to 12,000 employees, about 61 per cent of the total coverage of the study, and more than 9,000 of these workers are found in York County, including Metropolitan Toronto. The North-East Ontario and Niagara regions stand second and third in numbers of agreements analysed, 23 and 21 respectively; but these apply to only 4.4 and 12.5 per cent of the workers. The numbers of agreements in the other regions range from five to fifteen, and the employees covered by them from 80 in Georgian Bay to 1,048 in the Lake Erie Economic regions.

UNIONS REPRESENTING MUNICIPAL WORKERS

The Canadian Union of Public Employees holds more than four-fifths of the agreements analyzed, representing almost 98 per cent of the total employees. The remaining 21 agreements are divided among eight other unions.

SIZE OF BARGAINING UNIT

Small bargaining units are a predominant feature of local government labour relations. About 67 per cent of the agreements (94) apply to units of fewer than 50 employees, but these units represent only about nine per cent of all employees included in the study. On the other hand, bargaining units of 200 or more employees account for 14 per cent of the agreements analyzed, but contribute 74 per cent of the employee total.

TYPES OF BARGAINING UNIT

Three types of bargaining units are identified in the analysis according to the employees they cover - "Non-Office", "Office" and "Office and Non-Office". Three agreements covering foremen are included in the 103 non-office agreements analyzed, but all the remainder refer only to non-supervisory workers. In the 30 agreements classified as "Office", there is one that covers professional workers and two that cover both office and professional employees. The remaining 21 agreements classified under "Office and Non-Office" include one agreement that refers to professional workers as well.

The "Non-Office" bargaining units accounted for a smaller proportion of the 20,000 workers covered by the study than of the agreements analyzed - 56 per cent compared to 67 per cent. The remaining 44 per cent of the employees were divided almost evenly between "Office" and "Office and Non-Office" bargaining units.

UNION SHOP

Fifty-one per cent of the agreements contain some form of union membership requirement. The Union Shop is most prevalent in terms of agreements, accounting for 34 per cent, and it applies to 24 per cent of the employees. However, the modified union shop, which appears in only 10 per cent of the agreements, affects more than twice as many employees as do union shop provisions. This preponderance of the modified union shop in terms of employee coverage appears in all three types of bargaining units, but it is mainly accounted for by those comprised of office workers.

Virtually all of the agreements - 150 - include provisions for union dues check-off. Thirty-two of them also call for check-off of initiation fees and/or assessments. All but 18 of the employees are affected by a union dues check-off; for 48 per cent of them the check-off is compulsory, and for 47 per cent it is voluntary.

HOURS OF WORK

The 40-hour work week is the most prevalent one established by municipal agreements. It occurs in 64 per cent of the contracts and covers more than 55 per cent of the employees. These employees are predominantly in non-office occupations and are organized into bargaining units composed entirely of such workers and those that include office occupations as well.

The normal work week for employees in office and professional classifications ranges predominantly from 32½ to 38-3/4 hours, both in the agreements that apply exclusively to these classifications and those that also include non-office employees in the bargaining unit.

OVERTIME COMPENSATION

Pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours for both office and non-office workers. This rate occurs in more than 79 per cent of the agreements, and applies to more than 62 per cent of the employees.

SHIFT PREMIUMS

Premium pay is provided for second and third shifts in 56 and 58 per cent of the agreements respectively. The most prevalent premium paid is 15 cents per hour. This amount occurs for the second shift in 25 per cent of the agreements covering 54 per cent of the employees, and for the third shift, it appears in 29 per cent of the agreements covering 57 per cent of the employees.

PAY GUARANTEES

Of the two pay guarantee provisions analyzed, call-back clauses are the most prevalent. They are included in 82 per cent of the agreements, compared with 25 per cent for reporting guarantees.

A minimum of four hours of work or pay is the most common reporting guarantee, occurring in 11 per cent of the agreements and covering 24 per cent of the total employees. A guarantee of two hours is specified in seven per cent of the agreements and applies to 81 per cent of the employees.

A minimum of two hours is the most frequent call-back guarantee provided. It appears in 49 per cent of the agreements, representing 68 per cent of the employees. Time and-one-half the employee's hourly wage is the most common single rate of pay applicable to call-backs. This rate covers 24 per cent of the agreements and 27 per cent of the employees. In 31 per cent of the agreements, the employee is paid the rate that applies at the time he is called back.

JURY DUTY PAY

Pay for working time lost while serving on a jury is provided in 60 per cent of the agreements covering 84 per cent of the employees. The most common provision calls for the employer to make up the differences between the employee's regular pay and the jury fees he receives. This is found in 57 per cent of the agreements and applies to 79 per cent of the employees.

PAID BEREAVEMENT LEAVE

Paid absences due to death in an employee's family are provided in 91 per cent of the agreements representing 96 per cent of the workers. A maximum allowance of three days is the most common pattern, occurring in 55 per cent of the contracts and applying to 72 per cent of the employees. In 18 per cent of the agreements, three days are allowed for death of a member of the immediate family and one-half to two days for death of other relatives. Fifteen agreements provide a basic three-day leave and an additional two to seven days for reasonable time if travel is required. For further explanation of this item, see the note accompanying Table 26.

PAID HOLIDAYS

All of the employees in the study are covered by paid holiday provisions. Seventy-two per cent of them, represented by 40 per cent of the agreements, receive pay for 11 full

holidays. Agreements specifying 10 paid holidays account for 30 per cent of the total and apply to 10 per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This is found in 62 per cent of the agreements and covers 46 per cent of the employees. In an additional three agreements representing less than one per cent of the employees, the compensation is double time and one-half, that is, the arrangement is identical to the one described in the immediately preceding sentence. Double time plus holiday pay occurs in 18 per cent of the agreements, and is paid to 10 per cent of the employees. None of the other arrangements reported were found in more than three agreements, and only one covered more than a few hundred workers. In that case, the agreement provides for time and one-half plus equivalent time off, and affects one of the major bargaining units included in the study.

PAID SICK LEAVE

Paid sick leave provisions are contained in 95 per cent of the agreements and cover 99 per cent of the employees. An annual allowance of 18 days is the most prevalent practice in those agreements that specify the amount of sick leave that is granted. It occurs in 58 per cent of these contracts and covers 75 per cent of the employees.

One hundred and eleven agreements provide for accumulation of sick leave credits. Of the remainder, data was not available in 24 of the agreements and, as the tables show, a few either do not provide for sick leave or its accumulation. Of the 111 agreements, 26 allow unlimited accumulation and the remaining 85 provide for varying maximum amounts. A cash benefit at the current wage rate is given in 78 of the contracts for 50 per cent of an employee's unused sick leave when his employment is terminated for reasons other than retirement, and a few others provide for more generous payments. In the case of retirement, 85 of the agreements provide for payment, with 66 of them specifying payment at the current wage rate for 50 per cent of accumulated sick leave, and 16 provide payment for 100 per cent of such leave.

PAID VACATIONS

Paid vacations are provided by all the agreements analyzed. A maximum vacation of three weeks appears in seven per cent (11), four weeks in 66 per cent (102), and five weeks in 27 per cent (41) of the agreements.

About 96 per cent of the employees qualify for a two-week vacation after one year of service and two per cent after two years. Two agreements require three, and one requires four years of service to earn a two-week vacation.

All the agreements provide for three weeks' vacation, and the maximum qualifying period is 10 years. The most prevalent qualifying period is seven years, after which 71 per cent of the workers earn a three-week vacation. Nine per cent of them can qualify after five years, ten per cent after eight years, and three per cent after 10 years. The minimum qualifying period for a three-week vacation is three years, but it appears in only two agreements and covers very few workers.

A four-week vacation is provided for in 93 per cent of the agreements covering 99 per cent of the employees in the study. The predominant qualifying period is 20 years, found in 41 per cent of the contracts and affecting 62 per cent of the workers. Four weeks' vacation is granted after 15 years of service to 11 per cent of the employees covered by 19 per cent of the contracts, and after 18 years of service to 6 per cent of the employees covered by 14 per cent of the contracts.

Thirty-eight per cent of the contracts provide a five-week vacation to 69 per cent of the workers. The predominant practice is to grant five weeks after 25 years of service; such a provision is found in 22 per cent of the agreements and benefits 68 per cent of the employees.

HEALTH, INSURANCE AND PENSION PLANS

Basic hospital plans are included in 99 per cent of the agreements and cover the same proportion of the employees. For 92 per cent of the employees represented by 82 per cent of the agreements, the employer pays two-thirds of the premium for the plan. In 9 per cent of the agreements, the employer contributes one-half of the premiums.

Basic medical and surgical plans are provided in 97 per cent of the agreements and apply to 99 per cent of the employees. For 91 per cent of the employees covered by 80 per cent of the agreements, the employer is required to pay two-thirds of the premiums for the plan. In 10 per cent of the agreements, the employer contributes one-half of the premiums.

Life insurance plans are provided in 74 per cent of the agreements and apply to 92 per cent of the employees. In 44 per cent of the agreements affecting 69 per cent of the employees, two-thirds of the premiums for the plans are paid by the employee.

In 13 per cent, the employer pays one-half of the premiums.

Pension plans are provided in two-thirds of the agreements covering 90 per cent of the employees. Fifty-nine per cent of the agreements stipulate that the employer and the employee share the cost of retirement benefits, and in 16 per cent, the financing arrangement was not specified.

The major responsibility for the study was taken by Lenard Haywood of the Research Branch. He was assisted in the preparation of the data by the Systems and ADP Branch, and other members of the Research staff, among whom special credit goes to Clive Teelucksingh, Ralph Locke and Diana Yen. The report was printed by the Office Services Branch.

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1

REGIONAL AND COUNTY DISTRIBUTION
OF ONTARIO MUNICIPAL AGREEMENTS

Region and County	<u>Agreements</u>		<u>Employees Covered</u>	
	Number	Percent	Number	Percent
<u>Eastern Ontario</u>	10	6.5	765	3.8
Prescott	1	0.6	24	0.1
Frontenac	2	1.3	388	1.9
Stormount	1	0.6	75	0.4
Leeds	1	0.6	23	0.1
Renfrew	3	1.9	89	0.4
Carleton	2	1.3	166	0.8
<u>Lake Ontario</u>	11	7.1	248	1.2
Hastings	4	2.6	128	0.6
Northumberland	2	1.3	42	0.2
Victoria	2	1.3	30	0.2
Durham	2	1.3	26	0.1
Inter-County	1	0.6	22	0.1
<u>Central Ontario</u>	35	22.8	12,042	60.5
Ontario	5	3.2	601	3.0
York	17	11.0	9,391	46.9
Peel	7	4.5	1,847	9.2
Halton	6	3.9	203	1.0
<u>Niagara</u>	21	13.7	2,498	12.5
Wentworth	4	2.6	1,461	7.3
Lincoln	5	3.2	330	1.6
Welland	10	6.5	556	2.8
Brant	2	1.3	151	0.8
<u>Lake Erie</u>	11	7.1	1,048	5.2
Oxford	2	1.3	73	0.4
Elgin	3	1.9	68	0.3
Middlesex	6	3.9	907	4.5

TABLE 1 cont'd.

Region and County	Agreements		Employees Covered	
	Number	Percent	Number	Percent
<u>Lake St. Clair</u>	14	9.1	1,008	5.0
Kent	2	1.3	47	0.2
Essex	10	6.5	855	4.3
Lambton	2	1.3	106	0.5
<u>Midwestern Ontario</u>	9	5.8	633	3.2
Wellington	3	1.9	162	0.8
Waterloo	5	3.2	419	2.1
Perth	1	0.6	52	0.3
<u>Georgian Bay</u>	5	3.2	80	0.4
Grey	1	0.6	26	0.1
Simcoe	3	1.9	36	0.2
Parry Sound	1	0.6	18	0.1
<u>Northeastern Ontario</u>	23	15.0	875	4.4
Nipissing	3	1.9	141	0.7
Sudbury	9	5.8	458	2.3
Timiskaming	2	1.3	43	0.2
Cochrane	7	4.5	216	1.1
Algoma	2	1.3	17	0.1
<u>Lakehead Northwestern Ontario</u>	15	9.7	832	4.2
Thunderbay	8	5.2	604	3.0
Rainy River	3	1.9	98	0.5
Kenora	4	2.6	130	0.6
Total:	154	100.0	20,029	100.0

TABLE 2ONTARIO MUNICIPAL AGREEMENTS BY UNION

Union	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non-Office</u>	
	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>
Canadian Union of Public Employees	86	10,880	28	4,339	19	4,304
Canadian Union of Operating Engineers	1	60	-	-	-	-
Civic Institute of Professional Personnel	-	-	1	150	-	-
International Brotherhood of Electrical Workers	3	17	-	-	2	79
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	4	35	-	-	-	-
Labourers International Union of North America	2	34	-	-	-	-
Ontario Civil Service Association	1	20	-	-	-	-
Retail, Wholesale and Department Store Union	3	30	1	3	-	-
Service Employees International Union	1	5	-	-	-	-
United Electrical, Radio and Machine Workers of America	2	73	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

TABLE 3DURATION OF ONTARIO MUNICIPAL AGREEMENTS

Duration	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>
Less than one year	1	45	-	-	-	-
One year	6	259	3	146	2	286
More than one year but less than two years	18	685	2	199	-	-
Two years	74	9,954	23	3,902	19	4,097
More than two years but less than three years	2	188	2	245	-	-
Three years	2	23	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

TABLE 4

MONTH AND YEAR OF EXPIRY OF
ONTARIO MUNICIPAL AGREEMENTS

Month	1969		1970		1971		1972	
	Agree- ments	Empls. covered	Agree- ments	Empls. covered	Agree- ments	Empls. covered	Agree- ments	Empls. covered
January	-	-	9	319	6	1,558	-	-
February	-	-	8	683	6	109	-	-
March	-	-	11	653	5	169	1	11
April	-	-	6	190	1	10	-	-
May	-	-	1	58	4	46	-	-
June	-	-	1	23	1	28	-	-
July	-	-	1	15	-	-	-	-
August	-	-	2	88	-	-	-	-
September	-	-	2	19	1	32	-	-
October	1	41	2	270	-	-	-	-
November	-	-	1	15	-	-	-	-
December	51	13,028	33	2,664	-	-	-	-
Total:	52	13,069	77	4,997	24	1,952	1	11

TABLE 5

ONTARIO MUNICIPAL AGREEMENTS
BY SIZE OF BARGAINING UNIT

Bargaining Unit Size Group	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
Under 25 employees	48	532	11	157	8	144
25 to 49 employees	21	700	3	98	3	125
50 to 99 employees	16	1,106	6	429	4	244
100 to 199 employees	6	842	5	644	1	107
200 to 499 employees	6	1,817	4	1,134	3	963
500 to 999 employees	4	2,405	-	-	1	600
1000 or more employees	2	3,752	1	2,030	1	2,200
Total:	103	11,154	30	4,492	21	4,383

TABLE 6

TYPES OF BARGAINING UNIT COVERED BY
ONTARIO MUNICIPAL AGREEMENTS

Type of Bar- gaining Unit	<u>Agreements</u>		<u>Employees Covered</u>	
	Number	Percent	Number	Percent
Non-Office Employees	103	67.0	11,154	55.8
Office Employees ^a	30	19.4	4,492	22.3
Office and Non-Office Employees	21	13.6	4,383	21.9
Total:	154	100.0	20,029	100.0

a. Includes office, clerical and/or technical employees.

SECTION 2

UNION SECURITY

TABLE 7

UNION MEMBERSHIP REQUIREMENT UNDER
ONTARIO MUNICIPAL AGREEMENTS

Membership Requirement	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	55	3,025	11	745	9	886
Union Shop	31	3,102	12	725	10	1,034
Modified Union Shop	6	4,679	7	3,022	2	2,463
Maintenance of Membership	9	300	-	-	-	-
Other	2	48	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

NOTE: A union shop provision requires all employees subject to agreement to become members of the union within a specified time and remain members for the life of the agreement as a condition of employment. A modified union shop requires membership in the union as a condition of employment with the exception of certain groups or class of employees, most commonly those hired before a specified date, or those not members at the time the agreement goes into effect. Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do, they must maintain membership.

TABLE 8

CHECK-OFF PROVISIONS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Types of Payments Check-Off	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	3	15	4	3	-	-
Dues Only	82	9,021	19	3,887	17	1,461
Dues and Initia- tion Fees	6	1,078	3	160	-	-
Dues and Assess- ments	10	1,029	7	442	3	2,642
Dues, Initiation Fees and Assess- ments	2	11	-	-	1	280
Other	-	-	-	-	-	-
Total:	103	11,154	30	4,492	21	4,4383

NOTE: Check-Off is the arrangement whereby the employer regularly deducts union dues from employees' wages and remits them to the union. The arrangement may also provide for deductions of initiation fees and assessments.

TABLE 9

AUTHORIZATION FOR DUES CHECK-OFF UNDER
ONTARIO MUNICIPAL AGREEMENTS

Type of Authorisation	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	3	15	1	3	-	-
Voluntary	13	4,739	4	2,250	5	2,342
Compulsory	81	6,227	21	1,719	14	1,768
Modified Compulsory	6	173	4	520	2	273
Total:	103	11,154	30	4,492	21	4,383

NOTE: Authorization for dues check-off was classified into three types: (1) voluntary, where all the employees covered by the agreement may or may not authorize the employer to deduct union dues from their wages; (2) compulsory, where all the employees covered by the agreement are required to have union dues deducted from their wages; and (3) modified compulsory, where dues deductions are voluntary for some of the employees and compulsory for others.

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10

SCHEDULED DAILY HOURS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Number of Hours	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
7 Hours	-	-	10	749	-	-
7-1/2 Hours	1	11	2	55	-	-
8 Hours	82	9,069	6	595	3	80
9 Hours	6	78	-	-	-	-
Varies for different groups	11 ^a	1,884	10 ^b	2,923	17 ^c	4,279
Varies for different seasons	1 ^d	18	1 ^e	150	-	-
Varies for different groups and seasons	-	-	1 ^f	20	-	-
Not specified	2	94	-	-	1	14
Total:	103	11,154	30	4,492	21	4,383

- a. Includes four agreements covering 427 employees specifying 8 hours for the majority, and 10 hours on four days for one group; one covering 525 employees specifying 8 hours for the majority, and 9 hours on four days and 4 hours on one day for one group; one covering 547 employees specifying 8 hours for the majority, 7 hours for one group, and 10 hours on four days for another group; one covering 159 employees specifying 8 hours for the majority and 7-1/2 hours on three days, 6-1/2 hours on two days and 4-1/2 hours one one day for one group; three covering 191 employees specifying 8 hours for the majority and no fixed hours for others; and one covering 35 employees specifying 8 hours for the majority and 7-1/2 hours for one group.
- b. Includes one agreement covering 75 employees specifying 6-3/4 hours for the majority, 7 hours for one group and 8 hours for others; one covering 94 employees specifying 7 hours for the majority 9-1/2 hours for one group and 8 hours for others; five covering 470 employees specifying 7 hours for the majority and 8 hours for others; two covering 254 employees specifying 7-1/4 hours for the majority and 8 hours for others; and one covering 2,030 employees specifying 8 hours for one group of employees, hours not specified for another group, and 7 hours for the remainder of office employees and for professional employees.
- c. Includes one agreement covering 22 employees specifying 6-1/2 hours for office employees and 9 hours for non-office employees; one covering 420 employees specifying 6-3/4 hours for office employees and 8 hours for non-office employees; eight covering 519 employees specifying 7 hours for office employees and 8 hours for non-office employees; one covering 24 employees specifying 7 hours for office employees and for non-office employees 9 hours on four days and 8 hours on one day; three covering 941 employees specifying 7-1/4 hours for office employees and 8 hours for non-office employees; two covering 153 employees specifying 7-1/2 hours for office employees and 8 hours for non-office employees; and one covering 2,200 office, non-office and professional employees specifying 7 hours for the majority of office and professional employees; 8 hours for one group of professional employees, other office employees and non-office employees, and no fixed hours for one group.
- d. Eight hours Monday to Friday and 4 hours on Saturday during the winter period, and 8 hours Monday to Friday during the remainder of the year.
- e. Six and a half hours from June to Labour Day, and 7 hours during the remainder of the year.
- f. Six and three-quarter hours for the majority, 7-3/4 hours for one group, 7 hours from October 1st. to April 30th. and 8 hours from May 1st. to September 30th for another group and 8 hours for a third group.

TABLE 11

SCHEDULED WEEKLY HOURS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Number of Hours	Non-Office		Office		Office and Non-Office	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
35 Hours	-	-	10	749	-	-
37-1/2 Hours	1	11	2	55	-	-
40 Hours	90	10,353	6	595	3	80
45 Hours	6	78	-	-	-	-
Varies for different groups	3 ^a	600	10 ^b	2,923	17 ^c	4,279
Varies for different seasons	1 ^d	18	1 ^e	150	-	-
Varies for different groups and seasons	-	-	1 ^f	20	-	-
Not specified	2	94	-	-	1	24
Total:	103	11,154	30	4,492	21	4,383

- a. Includes one agreement covering 547 employees specifying 40 hours for the majority and 35 hours for one group; one covering 35 employees specifying 40 hours for the majority and 37-1/2 hours for one group; and one covering 18 employees specifying 40 hours for the majority and 42 hours for one group.
- b. Includes one agreement covering 75 employees specifying 33-3/4 hours for the majority, 35 hours for one group and 40 hours for others; one covering 94 employees specifying 35 hours for the majority, 47-1/2 hours for one group and 40 hours for others; five covering 470 employees specifying 35 hours for the majority and 40 hours for others; two covering 254 employees specifying 36-1/4 hours for the majority and 40 hours for others; one covering 2,030 employees specifying 40 hours for one group, 31 hours for another, and 35 hours for the remainder of the office employees and for professional employees.
- c. Includes one agreement covering 22 employees specifying 32-1/2 hours for office employees and 45 hours for non-office employees; one covering 420 employees specifying 33-3/4 hours for office employees and 40 hours for non-office employees; nine covering 543 employees specifying 35 hours for office employees and 40 hours for non-office employees; three covering 941 employees specifying 36-1/4 hours for office employees and 40 hours for non-office employees; and two covering 153 employees specifying 37-1/2 hours for office employees and 40 hours for non-office employees.
- d. Forty-four hours during the winter period and 40 hours during the remainder of the year.
- e. Thirty-two and a half hours from June to Labour Day and 35 hours during the remainder of the year.
- f. Thirty-three and three-quarter hours for the majority, 38-3/4 hours for one group, 35 hours from October 1st. to April 30th. and 40 hours from May 1st. to September 30th. for another group, and 40 hours for a third group.

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	5	172	5	198	2	444
Straight time	2	89	-	-	-	-
Time and one-half	90	10,087	18	1,620	14	791
Time and one-half followed by double time	3 ^a	160	-	-	-	-
Varies for different groups	-	-	1 ^b	2,030	4 ^c	2,885
Equivalent time off or pay at time and one-half	2	639	3	506	-	-
Time and one-half off or pay at straight time	-	-	1	24	-	-
Time and one-half off or pay at time and one-half	-	-	2	114	-	-
Time and one-half off	1	7	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Time and one-half for first four hours in one agreement covering 142 employees; and time and one-half for first two hours in two agreements covering 18 employees.
- b. Straight time for some office employees, time and one-half for other office employees and all other employees.
- c. Includes one agreement covering 600 employees providing time and one-half for non-office employees and equivalent time off for office employees; one covering 53 employees providing time and one-half for non-office employees and time and one-half off for office employees; one covering 32 employees providing time and one-half for non-office employees, time and one-half for first five hours then double time for some office employees and equivalent time off or pay at time and one-half for other office employees; and one covering 2,200 employees providing straight time for some office employees, time and one-half for other office employees and all other employees.

TABLE 13

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY HOURS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	47	6,832	13	3,358	9	421
Straight time	1	80	-	-	-	-
Time and one-half	55	4,242	13	882	9	899
Varies for different groups	-	-	-	-	1 ^a	600
Time and one-half off or pay at straight time	-	-	1	24	-	-
Time and one-half off or pay at time and one-half	-	-	1	75	1	263
Equivalent time off	-	-	1	150	-	-
Other	-	-	1 ^b	3	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Time and one-half for non-office employees, equivalent time off for office employees.

b. Present practice to continue.

TABLE 14

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON
SATURDAY OR SIXTH DAY UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	48	3,018	15	930	8	1,080
Time and one-half	50	7,951	13	3,231	12	3,256
Double time	3	167	1	16	1	47
Time and one-half followed by double time	2 ^a	18	-	-	-	-
Equivalent time off or pay at time and one-half	-	-	1	315	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Time and one-half until noon in one agreement covering 14 employees, and time and one-half for the first two hours in one agreement covering four employees.

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON
SUNDAY OR SEVENTH DAY UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	27	1,259	10	520	3	139
Time and one-half	22	5,700	7	619	5	178
Double time	53	4,169	11	3,014	11	3,771
Varies for different groups	-	-	-	-	1 ^a	32
Time and one-half off or pay at straight time	-	-	1	24	-	-
Equivalent time off or pay at time and one-half	-	-	1	315	-	-
Other	1 ^b	28	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Double time for some office employees and time and one-half for other office employees and non-office employees.
- b. Time and one-half plus 33 cents per hour until April 30, 1970, and time and one-half plus 35 cents per hour after this date.

TABLE 16

PROVISIONS FOR PAYMENT OR SUPPLY OF MEALS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Payment or Supply of Meals	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	78	8,710	26	3,876	16	3,002
\$1.25 per Meal	3	111	-	-	-	-
\$1.50 per Meal	9	967	4	616	2	658
\$1.75 per Meal	3	62	-	-	1	280
\$2.00 per Meal	6	505	-	-	2	443
\$2.50 per Meal	1	11	-	-	-	-
Meals Supplied by the Employer	3	788	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

SECTION 4

SHIFT PREMIUMS

TABLE 17

SECOND SHIFT PREMIUMS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Amount	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	37	705	22	1,262	8	392
Cents Per Hour						
3 cents	-	-	-	-	1	24
4 cents	1	30	-	-	-	-
6 cents	1	150	-	-	-	-
7 cents	2	90	-	-	1	53
8 cents	2	90	-	-	-	-
9 cents	2	137	-	-	1	23
10 cents	9	361	1	127	-	-
11 cents	3	851	-	-	1	600
12 cents	5	335	-	-	1	47
13 cents	4	252	1	2,030	-	-
14 cents	4	211	-	-	1	280
15 cents	29	7,488	6	1,073	3	2,313
18 cents	3	440	-	-	1	420
20 cents	1	14	-	-	1	107
Other	-	-	-	-	1 ^a	46
Percentage of Wages						
5 percent	-	-	-	-	1	78
Total:	103	11,154	30	4,492	21	4,383

a. Fifteen cents per hour for some employees and ten cents for others.

TABLE 18

THIRD SHIFT PREMIUMS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Amount	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	35	540	22	1,262	7	360
Cents Per Hour						
5 cents	-	-	-	-	2	56
6 cents	1	30	-	-	-	-
7 cents	1	25	-	-	-	-
8 cents	1	15	-	-	-	-
10 cents	4	99	-	-	-	-
11 cents	2	176	-	-	-	-
12 cents	6	1,004	-	-	1	600
13 cents	5	314	-	-	1	23
14 cents	5	231	1	2,030	1	280
15 cents	34	7,940	7	1,200	3	2,313
16 cents	-	-	-	-	1	47
17 cents	1	28	-	-	-	-
18 cents	4	459	-	-	1	420
20 cents	3	143	-	-	1	107
Other	1 ^a	150	-	-	2 ^b	99
Percentage of Wages						
5 percent	-	-	-	-	1	78
Total:	103	11,154	30	4,492	21	4,383

a. Six cents for some employees and 11 cents for others.

b. Includes one agreement covering 46 employees providing 12 cents for some employees and 10 cents for others and, one covering 53 employees providing 60 cents for some employees and 10 cents for others.

SECTION 5

PAY GUARANTEES

TABLE 19

REPORTING PAY GUARANTEES^a UNDER
ONTARIO MUNICIPAL AGREEMENTS

Minimum Guarantee	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	68	3,491	29	4,477	18	4,273
One Hour of Work or Pay	2	135	-	-	-	-
Two Hours of Work or Pay	9	1,401	-	-	2	102
Three Hours of Work or Pay	5	806	-	-	-	-
Four Hours of Work or Pay	15	4,725	1	15	1	8
Eight Hours of Work or Pay	1	7	-	-	-	-
Graduated Payments	3 ^b	368	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.
- b. Includes one agreement covering 211 employees guaranteeing one hour for reporting and two hours if work was started; one covering 32 employees guaranteeing three hours for reporting and four hours if work was started; and one covering 125 employees guaranteeing three hours for reporting on schedule and two hours if asked to report back.

TABLE 20

CALL-BACK PAY GUARANTEE^a UNDER
ONTARIO MUNICIPAL AGREEMENTS

Min. Guarantee and Rate of Pay	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	10	620	16	1,111	2	273
2 hours at straight time	8	689	1	22	-	-
3 hours at straight time	5	964	-	-	2	623
4 hours at straight time	3	33	-	-	2	31
1 hour at time and one-half	2	34	-	-	-	-
1-1/2 hours at time and one-half	1	5	-	-	-	-
2 hours at time and one-half	23	4,313	3	390	2	304
3 hours at time and one-half	4	628	-	-	-	-
4 hours at time and one-half	1	20	-	-	1	53
2 hours at straight time or actual hours worked at premium rate whichever is greater	3	612	1	15	1	24
3 hours at straight time or actual hours worked at premium rate whichever is greater	3	569	2	127	-	-
4 hours at straight time or actual hours worked at premium rate whichever is greater	6	136	1	14	2	162
1 hour at applicable overtime rate	1	40	1	16	-	-
2 hours at applicable overtime rate	24	2,070	5	2,797	4	2,337
2-1/2 hours at applicable over- time rate	1	18	-	-	-	-
2-2/3 hours at applicable over- time rate	-	-	-	-	1	10
3 hours at applicable over- time rate	4	176	-	-	2	442
4 hours at applicable over- time rate	-	-	-	-	1	46
Other	4 ^b	249	-	-	1 ^c	78
Total	103	11,154	30	4,492	21	4,383

- a. Call-back or call in pay provisions guarantee employees on amount of pay or hours of work if they are called back after they have gone home or if they are called in to work out of normally scheduled hours, early in the morning or on weekends.
- b. Includes two agreements covering 124 employees guaranteeing a minimum of 3 hours at time and one-half for Monday to Saturday call-backs and 3 hours at double time for Sunday call-backs; one covering 49 employees guaranteeing 2 hours at time and one-half for Monday to Saturday call-backs and 4 hours at double time for Sunday call-backs; and one covering 76 employees guaranteeing 2 hours at straight time for call-ins before the start of the regular shift and 2 hours at double time.
- c. Two hours at straight time for Monday to Saturday call-backs, and 4 hours at straight time for Sunday call-backs.

SECTION 6

ALLOWANCES FOR WORK
CLOTHING OR UNIFORMS

TABLE 21

SUPPLY OF WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Provision	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	45	4,743	25	3,930	10	1,114
Work clothing or uniforms supplied at no cost to employees	47	5,731	5	562	9	2,825
Work clothing or uniforms supplied at cost to employees	3	141	-	-	1	420
Monetary allowance provided for purchase of work clothing or uniforms	7 ^a	174	-	-	-	-
Other	1 ^b	365	-	-	1 ^b	24
Total:	103	11,154	30	4,492	21	4,383

- a. Includes two agreements covering 17 employees providing \$100 per year; one covering 76 employees providing \$40.00 per year to mechanics and their helpers and \$80.00 to other employees; one covering three employees providing \$40.00 per year; one covering 28 employees providing \$ 60.00 per year to some tradesmen, \$80.00 to other tradesmen and \$40.00 to other employees; one covering 35 employees providing \$33.00 per year; and one covering 15 employees providing four cents per hour.
- b. Fifty per cent of the cost of rental or purchase price of work clothing for some employees, and for other employees clothing supplied at no cost to them.

TABLE 22

MAINTENANCE^a OF WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Provision	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	88	8,536	30	4,492	19	1,903
Work clothing or uniforms maintained at no cost to employee	14	2,569	-	-	2	2,480
Work clothing or uniforms maintained at some cost to employee	1	49	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Refers to laundering and cleaning services.

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 23

PAID REST PERIODS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Number of Daily Periods and Duration	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	53	6,017	14	3,218	11	3,203
One Period, 10 minutes	-	-	-	-	-	-
One Period, 15 minutes	1	10	1	24	-	-
Two Periods, 10 minutes each	28	3,612	3	96	3	631
Two Periods, 15 minutes each	16	610	11	839	7	549
Two Periods, duration varies for different groups of employees	-	-	-	-	-	-
Two Periods, duration varies for morning and afternoon	1 ^a	577	1 ^b	315	-	-
Two Periods, duration not indicated	1	6	-	-	-	-
Other	2 ^c	260	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Ten minutes in the morning and 15 minutes in the afternoon.

b. Fifteen minutes in the morning and 10 minutes in the afternoon.

c. In one agreement covering 211 employees two periods of 10 minutes each during October 15th to March 15th, and one period of 15 minutes during March 15th to October 14th; and in one covering 49 employees, two periods of 15 minutes each on any shift of more than four hours and two periods of 10 minutes each in any shift of four hours or less.

TABLE 24

PAID CLEAN-UP OR CLOTHES CHANGING TIME
UNDER ONTARIO MUNICIPAL AGREEMENTS

Daily Time Allowance	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>
No Provision	83	8,256	29	4,459	19	2,159
One Period, 5 minutes	5	2,273	-	-	1	2,200
One Period, 10 minutes	2	18	-	-	-	-
One Period, 15 minutes	2	25	1	33	-	-
One Period, duration not indicated	2	361	-	-	-	-
Two Periods, 5 minutes each	5	134	-	-	1	24
Two Periods, 10 minutes each	2	21	-	-	-	-
Two Periods, 15 minutes each	1	49	-	-	-	-
Periods and duration not indicated	1	17	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

TABLE 25

PAID JURY DUTY LEAVE UNDER
ONTARIO MUNICIPAL AGREEMENTS

Amount of Pay	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>
No Provision	38	2,049	13	862	10	344
Full pay less jury fees	62	8,516	15	3,353	11	4,039
Full pay or jury fees whichever is greater	-	-	2	277	-	-
Not specified	3	589	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

TABLE 26

PAID BEREAVEMENT LEAVE UNDER
ONTARIO MUNICIPAL AGREEMENTS

Maximum Days Allowed	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	12	520	1	3	1	263
2 Days	1	7	-	-	-	-
3 Days	55	7,788	17	3,252	13	3,471
4 Days	1	94	-	-	-	-
3 Days basic with 2 additional days if travel involved.	4	934	4	554	-	-
3 Days basic, with 3 additional days if travel involved	1	5	-	-	-	-
3 Days for death in immediate family, 1/2 day for other relatives	2	385	-	-	1	420
3 Days for death in immediate family, 1 day for other relatives	15	391	2	108	3	105
3 Days for death in immediate family, 2 days for other relatives	1	20	1	350	-	-
Not specified	3	79	2	99	1	24
Other	8 ^a	931	3 ^b	126	2 ^c	100
Total:	103	11,154	30	4,492	21	4,383

- a. Includes two agreements covering 107 employees providing three days for death in the immediate family, and 1/2 day for other relatives or 1 day if travel is required; one covering 450 employees providing 3 days for death in the immediate family, 2 days for more distant relatives, and 1/2 day for other distant relatives or 1 day if travel is required; one covering 300 employees providing 5 days for death in the immediate family and 1 to 3 days for other relatives with an additional day if travel is required; one covering 6 employees providing a basic 3-day leave with upto 7 additional days if travel is involved; one covering 49 employees providing a basic 3-day leave with "added days" if travel is required; one covering 9 employees in which 3 days of paid sick leave allowance may be used for bereavement leave; and one covering 10 employees in which 6 days from "special leave credits" may be used for bereavement leave.
- b. Includes one agreement covering 16 employees providing a basic 3-day leave with upto 5 additional days if travel is required; one covering 101 employees providing 5 days for death in the immediate family and 1 to 3 days for other relatives, with 1 additional day if travel is required; and one covering 9 employees in which 3 days of paid sick leave allowance may be used for bereavement leave.
- c. Includes one agreement covering 22 employees providing a basic 3-day leave with upto 7 additional days if travel is required; and one covering 78 employees in which 3 days of paid sick leave allowance may be used for bereavement leave.

TABLE 27

PAID ANNUAL SICK LEAVE UNDER
ONTARIO MUNICIPAL AGREEMENTS

Annual Allowance	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	7	153	1	3	-	-
10 Days	1	2	-	-	-	-
12 Days	10	83	-	-	3	100
15 Days	-	-	2	166	1	78
18 Days	57	8,232	23	3,608	10	3,137
26 Days	-	-	-	-	1	280
Varies with service	1	9	-	-	-	-
Allowance per sick- ness	2 ^a	75	-	-	-	-
Other	23 ^b	2,431	4 ^c	715	6 ^c	788
Total:	103	11,154	30	4,492	21	4,383

- a. These agreements allow three months paid leave for each sickness.
- b. Includes one agreement covering 125 employees allowing sick pay credits equal to seven per cent of earnings and, 22 covering 2,306 employees in which details of the sick leave plans are not given.
- c. Details of sick leave plan not included in agreement.

TABLE 28

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE
UNDER ONTARIO MUNICIPAL AGREEMENTS

Maximum Accumu- lation Allowed	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Paid Sick Leave Plan	7	153	1	3	-	-
Unused Sick Leave Not Accumulative	2	75	-	-	-	-
Under 60 Days	1	4	-	-	-	-
60 to 89 Days	7	129	-	-	1	22
90 to 119 Days	7	143	1	22	4	141
120 to 149 Days	3	124	-	-	-	-
150 to 179 Days	2	96	1	75	1	78
180 to 209 Days	15	240	5	74	3	86
210 to 239 Days	1	41	-	-	-	-
240 to 269 Days	3	341	4	278	1	47
270 to 299 Days	2	96	-	-	-	-
300 or More Days	3	223	1	94	1	280
No Limit Specified	26	7,014	13	3,231	5	2,965
Other	24 ^a	2,475	4 ^a	715	5 ^a	764
Total:	103	11,154	30	4,492	21	4,383

a. Details of sick leave plan not included in agreement.

TABLE 29

PAYMENT FOR UNUSED SICK LEAVE ON
TERMINATION OF EMPLOYMENT UNDER
ONTARIO MUNICIPAL AGREEMENTS

Percentage of Unused Allow- ance Paid	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>	<u>Agrts.</u>	<u>Empls.</u>
No paid sick leave plan	7	153	1	3	-	-
Agreements with sick leave plan not specifying payment for unused allowance on Termination of Employment	24	784	2	25	5	481
Percentage of unused allowance under sick leave plans specifying payment						
50 Percent	47	7,765	22	3,723	9	3,091
100 Percent	2	18	-	-	-	-
Varies with years of service	1	17	1	26	1	23
Other	22 ^a	2,317	4 ^a	715	6 ^a	788
Total:	103	11,154	30	4,492	21	4,383

a. Details of sick leave plan not included in agreement.

TABLE 30

PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT
UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Unused Allow- ance Paid	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No paid sick leave plan	7	153	1	3	-	-
Agreements with sick leave plans not specifying payment for unused allowance on retirement	23	982	2	78	4	144
Percentage of unused allowance paid under sick leave plans specifying payment						
50 Percent	38	6,519	20	3,431	8	2,317
100 Percent	11	934	2	165	3	134
Varies with years of service	2	149	1	100	-	-
Other	22 ^a	2,317	4 ^a	715	6 ^a	788
Total:	103	11,154	30	4,492	21	4,383

a. Details of sick leave plans not included in agreement.

TABLE 31

PAID HOLIDAYS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Annual Allowance	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
8 Full Days	2	12	-	-	-	-
9 Full Days	12	164	1	22	4	165
9 Full Days Plus 2 Half-Days	2	23	-	-	-	-
10 Full Days	35	1,220	8	693	4	207
10 Full Days Plus 1 Half-Day	5	355	2	54	2	285
10 Full Days Plus 2 Half-Days	4	74	-	-	2	70
11 Full Days	40	8,191	15	3,029	6	3,160
11 Full Days Plus 1 Half-Day	-	-	1	101	-	-
11 Full Days Plus 2 Half-Days	1	450	3	593	-	-
12 Full Days	-	-	-	-	-	-
12 Full Days Plus 1 Half-Day	1	365	-	-	1	420
13 Full Days Plus 1 Half-Day	1	300	-	-	-	-
Other	-	-	-	-	2 ^a	76
Total:	103	11,154	30	4,492	21	4,383

- a. In one agreement covering 23 employees 10 full days and 2 half days are granted to office employees and 10 full days to non-office employees; and in one covering 53 employees 10 full days and 2 half-days are granted to office employees and 11 full days to non-office employees.

TABLE 32

COMPENSATION FOR WORK ON PAID HOLIDAYS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	3	33	7	669	-	-
Straight time plus holiday pay	3	7	-	-	-	-
Time and one-half plus holiday pay	66	7,254	15	832	14	1,111
Double time plus holiday pay	21	1,431	4	401	2	79
Double time and one-half	3	36	-	-	-	-
Varies for different holidays	2 ^a	40	-	-	1 ^b	107
Time and one-half plus holiday or another day off with pay	-	-	-	-	1	263
Time and one-half plus another day off with pay	1	18	1	16	-	-
Time and one-half plus equivalent time off	1	2,080	1	315	-	-
Other	2 ^c	166	2 ^d	2,259	3 ^e	2,823
Total:	103	11,154	30	4,492	21	4,383

- a. Double time plus holiday pay on Christmas and New Year's Day, and time and one-half plus holiday pay on other holidays.
- b. Triple time on Christmas and New Year's Day, and double time and one-half on other holidays.
- c. Includes one agreement covering 16 employees providing time and one-half, plus holiday pay or one day paid extended vacation; and one covering 5 employees providing 1-1/2 days off in lieu of pay.
- d. Includes one agreement covering 229 office employees providing time and one-half plus equivalent time off or pay at straight time; and one agreement covering 2,030 office and professional employees providing straight time plus holiday pay for some office employees, and time and one-half plus holiday pay for other office employees and for professional employees.
- e. Includes two agreements covering 623 office and non-office employees providing time and one-half, plus another day off or an extra day's pay for office employees and straight time plus another day off with pay for non-office employees; and one agreement covering 2,200 office, non-office and professional employees providing time and one-half plus another day off with pay for office employees and time and one-half plus holiday pay for other employees.

TABLE 33

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION
UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
One Year	85	10,527	28	4,388	20	4,305
Two Years	13	274	1	3	1	78
Three Years	2	29	-	-	-	-
Four Years	1	4	-	-	-	-
Other	2 ^a	320	1 ^a	101	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Details of vacation plan not included in agreement.

TABLE 34

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION
UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls
3 Years	1	4	1	26	-	-
4 Years	-	-	1	127	-	-
5 Years	13	788	7	436	5	654
6 Years	7	446	-	-	-	-
7 Years	33	7,787	11	3,324	5	3,156
8 Years	23	1,161	6	377	5	390
9 Years	2	105	-	-	2	32
10 Years	19	428	3	101	4	151
Changes during term of agreement	3 ^a	115	-	-	-	-
Other	2 ^b	320	1 ^b	101	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Includes one agreement covering 10 employees in which the service requirement changes from 9 years to 8 years as of April 1, 1970; and two covering 105 employees in which the service requirement changes from 6 years to 5 years as of January 1, 1971.

b. Details of vacation plan not included in agreement.

TABLE 35

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION
UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	8	122	2	48	1	23
12 Years	-	-	-	-	1	58
14 Years	1	18	-	-	-	-
15 Years	19	1,237	5	405	5	606
16 Years	5	1,017	1	127	1	600
17 Years	7	519	1	75	1	280
18 Years	11	707	5	186	6	406
19 Years	2	72	-	-	-	-
20 Years	43	6,973	14	3,200	6	2,410
22 Years	1	31	-	-	-	-
25 Years	1	7	-	-	-	-
Changes during term of agreement	3 ^a	131	1 ^b	350	-	-
Other	2 ^c	320	1 ^c	101	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Includes one agreement covering 26 employees in which the service requirement changes from 16 years to 12 years as of March 16, 1970; and two covering 105 employees in which the service requirement changes from 17 years to 16 years as of January 1, 1971.
- b. Service requirement changes from 20 years to 15 years as of July 1, 1970
- c. Details of vacation plan not included in agreement.

TABLE 36

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION
UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non-Office		Office		Office and Non-Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	81	3,612	19	1,211	13	961
20 Years	-	-	-	-	1	46
25 Years	18	7,131	9	3,105	7	3,376
26 Years	1	76	-	-	-	-
27 Years	-	-	1	75	-	-
30 Years	1	15	-	-	-	-
Other	2 ^a	320	1 ^a	101	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Details of vacation plan not included in agreement.

SECTION 8

HEALTH, INSURANCE AND PENSIONS

TABLE 37

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL INSURANCE
PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Premiums Contributed	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls
No Provision	1	125	1	60	-	-
50 Percent	11	217	2	265	1	8
60 Percent	1	10	-	-	1	107
66-2/3 Percent	84	10,349	25	4,229	17	3,790
75 Percent	1	7	-	-	-	-
100 Percent	1	11	-	-	-	-
Varies for different groups	-	-	-	-	1 ^a	58
Not specified	3	417	1	22	1	420
Other	1 ^b	18	1 ^b	16	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Sixty-six and two-third percent for office employees, 60 percent for non-office employees upto March 31, 1970 and 66-2/3 percent after this date.
- b. \$13,00 per month for basic and supplementary hospital insurance plans and basic medical and surgical insurance plan.

TABLE 38

EMPLOYERS CONTRIBUTIONS TO BASIC MEDICAL AND SURGICAL
INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Premiums Contributed	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	4	187	-	-	-	-
50 Percent	11	217	3	225	1	8
60 Percent	1	10	-	-	1	107
66-2/3 Percent	81	10,287	25	4,229	17	3,790
75 Percent	1	7	-	-	-	-
100 Percent	1	11	-	-	-	-
Varies for different groups	-	-	-	-	1 ^a	58
Not specified	3	417	1	22	1	420
Other	1 ^b	18	1	16	-	-
Total:	103	11,154	30	4,492	21	4,383

- a. Sixty-six and two-thirds percent for office employees; 60 percent for non-office employees upto March 31, 1970, and 66-2/3 percent after this date.
- b. \$13.00 per month for basic and supplementary hospital insurance plans and basic medical and surgical insurance plan.

TABLE 39

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Premiums Contributed	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	29	1,320	6	155	5	119
50 Percent	14	1,968	6	1,179	-	-
60 Percent	1	10	-	-	1	107
66-2/3 Percent	50	7,239	16	3,036	11	3,569
75 Percent	1	7	-	-	-	-
100 Percent	2	26	-	-	-	-
Varies for different groups	-	-	-	-	1 ^a	58
Not specified	5	442	1	22	3	530
Other	1 ^b	142	1 ^b	100	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Sixty-six and two-third percent for office employees, 60 percent for non-office employees upto March 31, 1970 and 66-2/3 percent after this date.

b. Sixty-six and two-third percent on first \$2,000 coverage, 50 percent on remainder.

TABLE 40

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Benefits	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	29	1,320	6	155	5	119
\$ 2,000	3	1,739	2	210	1	2,200
\$ 3,000	3	37	-	-	-	-
\$ 4,000	3	93	1	9	2	136
\$ 5,000	6	334	1	14	-	-
\$ 6,000	1	18	-	-	-	-
\$10,000	3	29	-	-	-	-
Varies with income	8	3,073	5	2,666	2	303
Varies with income and sex	-	-	1	229	1	263
Not specified	47	4,511	14	1,209	10	1,382
Total:	103	11,154	30	4,492	21	4,383

TABLE 41

PENSION PLAN PROVISIONS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Financing Arrangements	<u>Non-Office</u>		<u>Office</u>		<u>Office and Non- Office</u>	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	29	1,337	6	522	4	133
Employer and Employee Share Cost	57	7,277	19	3,551	15	2,040
Not Specified	17	2,540	5	419	2	2,210
Total:	103	11,154	30	4,492	21	4,383

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COLLECTIVE BARGAINING PROVISIONS
IN
ONTARIO MUNICIPAL AGREEMENTS
1971



Research Branch
Ontario Department of Labour

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COLLECTIVE BARGAINING PROVISIONS IN
ONTARIO MUNICIPAL AGREEMENTS

by
Lenard Haywood

Research Branch
Ontario Department of Labour
August 1971

Hon. Gordon Carton, Q.C.,
Minister.

T. M. Eberlee,
Deputy Minister.

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INTRODUCTION

This report is a statistical analysis of the principal provisions contained in 184 Ontario collective agreements covering 23,000 employees of municipal governments and in effect on or after January 1, 1970. The agreements include all those classified as local government union contracts that were on file in the Department of Labour's Collective Agreements Library when the data were compiled, that is, April 30, 1971. Of the 184 agreements, 118 were current on that date and the remaining 66 were in various stages of re-negotiation.

Thirty-five substantive provisions are analyzed in the tables. They include clauses concerned with union membership, check-off of dues and other deductions, hours of work, and virtually all clauses concerning remuneration above the basic wage rates, such as overtime pay, shift premiums, paid time off, and employer contributions to health, welfare, and pension plans. Related provisions are grouped together in separate sections of the report. The data drawn from these provisions are presented in terms of numbers of agreements and numbers of employees covered, and are classified by type of bargaining unit.

The following paragraphs summarize some of the findings of the study.

Regional and County Distribution

Central Ontario with thirty-eight contracts has the greatest concentration of municipal agreements found in any of the ten economic regions of the Province. These agreements apply to 12,000 employees, about 52 per cent of the coverage of the study, and almost 11,000 of these workers are found in York County, including Metropolitan Toronto.

The Northeastern Ontario and Niagara regions rank second and third in terms of numbers of agreements analyzed, with twenty-seven and twenty-four respectively. These agreements, however, apply to only 5.6 and 11.5 per cent of the employees. The number of agreements in the remaining seven regions ranges from twenty in Lake St. Clair down to eight in Georgian Bay, and the number of employees covered by them from 2,833 in Eastern Ontario to 177 in Georgian Bay.

Unions Representing Municipal Workers

More than four-fifths of the agreements analyzed are with the Canadian Union of Public Employees. These 155 contracts cover

22,204 employees, or more than 96 per cent of the total coverage. The remaining twenty-nine agreements are distributed among ten other unions, and five contracts is the largest number held by any of these unions.

Sizes of Bargaining Unit

Small bargaining units are a predominant feature of local government labour relations. About 61 per cent of the agreements (112) apply to units of fewer than fifty employees, but these units apply to only approximately nine per cent of all employees included in the study. On the other hand, bargaining units of 200 employees or more account for 14 per cent of the agreements analyzed, and cover 73 per cent of the employee total.

Types of Bargaining Unit

Four types of bargaining units are identified in the analysis according to the employees they cover: "Non-office", "Office", "Non-office and Office", and "Professional". Three contracts applying to foremen are included in the 118 non-office agreements, but the remaining 115 contracts in this category refer only to non-supervisory workers. In the thirty-six agreements classified as "Office", there is one that covers both office and professional employees. The remaining twenty-eight agreements classified as "Non-office and Office" include two that refer to professional workers as well.

The "Non-office" bargaining units apply to a smaller proportion of the 23,000 workers covered by the study than of the number of agreements analyzed, 53 per cent compared to 64 per cent. The "Office" agreements and those that include both non-office and office occupations apply to about the same proportion of employees.

Union Security

Some form of union membership requirements is contained in 51 per cent of the agreements. The union shop is the most prevalent; it occurs in 35 per cent of the contracts and affects 59 per cent of the total employees. Modified union shop and the maintenance of membership appear in about the same number of agreements but in terms of employees a larger proportion is affected by maintenance of membership provisions.

Virtually all the agreements (179) include provisions for union dues check-off. Thirty-eight of them also call for check-off of initiation fees and/or assessments. All except twenty of the employees are affected by union dues check-off. For 83 per cent of them, the check-off is compulsory, and for five per cent, it is voluntary.

Hours of Work

The forty-hour work week is the most prevalent established by municipal agreements. It occurs in 58 per cent of the contracts and covers 52 per cent of the employees. It applies predominantly to non-office employees, both those organized in bargaining units composed entirely of such workers and those that include office workers as well. The normal work week for employees in office and professional classifications ranges widely from 32 to 38-3/4 hours.

Overtime Compensation

Pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours for both office and non-office workers. This rate appears in more than 79 per cent of the agreements, and applies to 61 per cent of the employees.

Shift Premiums

Premium pay is provided for second and third shifts in 54 and 56 per cent of the agreements, respectively. In terms of agreements, amounts of fifteen and eighteen cents per hour are the most prevalent premiums paid for both shifts. They occur for the second shift in 15 and 10 per cent of the contracts, respectively; and for the third shift, in 17 and 11 per cent of the contracts.

Measured in terms of employees, the eighteen cent premium applies to larger proportions than the fifteen cent amount. For the second shift, 47 per cent of the employees receive the eighteen cent premium, compared to 11 per cent who are entitled to fifteen cents. The proportions for the third shift are 49 and 12 per cent, respectively.

Pay Guarantees

Of the two pay guarantee provisions analyzed, call-back clauses are the more common. They are included in 83 per cent of the agreements, compared to 30 per cent for reporting guarantees.

A minimum of four hours of work or pay is the most prevalent reporting guarantee, occurring in 14 per cent of the agreements covering 31 per cent of the total employees. A guarantee of two hours is specified in nine per cent of the contracts, and applies to six per cent of the employees.

A minimum of two hours is the most frequent call-back guarantee provided. It appears in 47 per cent of the agreements cover-

ing 67 per cent of the employees. Time and one-half the employee's hourly wage rate is the most common single payment applicable to call-backs. It occurs in 24 per cent of the agreements and covers 28 per cent of the employees. In 23 per cent of the contracts, the employee receives the overtime rate that applies at the time he is called back.

Jury Duty Pay

Pay for working time lost while serving on a jury is provided in 70 per cent of the agreements covering 88 per cent of the employees. The most common provision calls for the employer to make up the difference between the employee's regular pay and the jury fees he receives. This arrangement is found in 64 per cent of the agreements and applies to 76 per cent of the employees.

Paid Bereavement Leave

Paid absences due to death in an employee's family are provided in 91 per cent of the agreements representing 98 per cent of the workers. A maximum allowance of three days is the most common practice occurring in 51 per cent of the contracts, and applies to 68 per cent of the employees. In 18 per cent of the agreements, three days are allowed for death of a member of the immediate family and one-half to two days for death of other relatives. Seventeen agreements provide a basic three-day leave, and an addition two to seven days of reasonable time if travel is required.

Paid Sick Leave

Paid sick leave provisions are contained in 96 per cent of the agreements, and cover 99 per cent of the employees. An annual allowance of eighteen days is the most prevalent practice in those agreements which specify the amount of sick leave that is granted. It occurs in 64 per cent of the contracts, and applies to 80 per cent of the employees.

One hundred and forty-five agreements specifically provide for accumulation of sick leave credits. Of the remaining thirty-nine agreements, data were not available for twenty-seven, and twelve either do not contain paid sick leave provisions or do not provide for accumulation.

Of the 145 agreements that specifically provide for sick leave accumulation, seventy-two do not place any limits on the number of days that could be carried over from year to year. The remaining seventy-three contracts, however, limit the total amount that could be accrued.

One hundred and thirteen agreements specify that employees will be paid for unused sick leave when their employment is terminated for reasons other than retirement. In 103 of these agreements, the payment is made for one-half of the employee's accrued sick leave, and is calculated on this wage rate at termination.

Payment for unused sick leave on retirement is specified in 102 agreements. In seventy-three of these contracts, the retiring employee receives cash for one-half of his accumulated sick leave; and in eighteen agreements, the employee is paid for his unused sick leave.

Paid Holidays

All employees in the study are covered by paid holiday provisions. Seventy-five per cent of them, covered by 52 per cent of the agreements, receive pay for eleven full holidays. Agreements specifying ten paid holidays account for 27 per cent of the total number of contracts, and apply to seven per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This rate appears in 61 per cent of the agreements, and covers 59 per cent of the employees. Double time plus holiday pay occurs in 20 per cent of the agreements, and is paid to 12 per cent of the employees. Three per cent of the agreements, covering less than one per cent of the employees, provide for straight time plus holiday pay. None of the other arrangements reported are found in more than five contracts.

Paid Vacations

Paid vacations are provided by all the agreements analyzed. A maximum vacation of three weeks appears in six per cent (11), four weeks in 54 per cent (99), and five weeks in 40 per cent (74) of the agreements.

The most common qualifying period for a two-week vacation is one year; it affects 85 per cent of the employees. For two per cent of the employees, the qualifying period is less than one year, and for one per cent of them, the qualifying period is two years.

All the agreements provide for three weeks' vacation, and the maximum qualifying period is fifteen years. The most prevalent qualifying period is five years, after which 49 per cent of the workers earn a three-week vacation. Two per cent of them qualify after four years, three per cent after six years, 19 per cent after seven years, and five per cent after eight years. The minimum qualifying period for a three-week vacation is one year, but it appears in only two agreements and affects about 200 workers.

A four-week vacation is allowed for in 94 per cent of the agreements covering 99 per cent of the employees in the study. The principal qualifying period is fifteen years, found in 33 per cent of the contracts and affecting 29 per cent of the workers. Four weeks' vacation is granted after sixteen years of service to 11 per cent of the employees covered by 10 per cent of the contracts, and after nineteen years to nine per cent of the employees covered by two per cent of the contracts.

Forty per cent of the agreements covering 79 per cent of the workers provide a five-week vacation. The predominant practice is to grant five weeks after twenty-five years of service; such a provision is found in 28 per cent of the agreements affecting 72 per cent of the employees.

Health, Insurance and Pension Plans

Basic hospital plans are included in 98 per cent of the agreements and apply to more than 99 per cent of the employees. For 46 per cent of the employees represented by 22 per cent of the agreements, the employer pays 100 per cent of the premiums for the plan. In 48 per cent of the agreements involving 34 per cent of the workers, the employer pays two-thirds of the premiums.

Basic medical and surgical plans are provided in 96 per cent of the agreements, and apply to 99 per cent of the employees. For 46 per cent of the employees covered by 22 per cent of the contracts, the employer is required to pay 100 per cent of the premiums for the plan. In 47 per cent of the agreements, which apply to 33 per cent of the workers, the employer pays two-thirds of the premium.

Life insurance plans are provided in 78 per cent of the agreements and apply to 95 per cent of the employees. In 30 per cent of the agreements affecting 26 per cent of the employees, two-thirds of the premiums for the plan are paid by the employer. In 16 per cent of the contracts, which apply to 38 per cent of the employees, 100 per cent of the premiums is contributed by the employer. Nine per cent of the contracts covering 15 per cent of the employees call for the employer to pay 50 per cent of the premium.

Pension plans are found in 80 per cent of the agreements covering 93 per cent of the workers. Seventy-two per cent of the agreements stipulate that the employer and the employee will share the cost of the retirement benefits, and in eight per cent, the financing arrangement was not specified.

The agreements were analyzed by members of the Research Branch staff - Agnes Gesing and Joyce Riede - under the supervision of Lenard Haywood. The Systems and A.D.P. Branch assisted in compiling the data, and the report was printed by the Administrative Operations Branch.

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1

REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO MUNICIPAL AGREEMENTS

ECONOMIC REGION AND COUNTY	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agreements	Employees
<u>Eastern Ontario</u>	8	480	3	103	4	2,098	2	152	17	9.2 2,833 12.3
Carleton	2	85	2	43	2	1,891	2	152	8	4.3 2,171 9.4
Frontenac	1	200	-	-	1	183	-	-	2	1.1 383 1.7
Leeds	1	35	-	-	-	-	-	-	1	0.5 35 0.2
Prescott	-	-	-	-	1	24	-	-	1	0.5 24 0.1
Renfrew	3	85	-	-	-	-	-	-	3	1.6 85 0.4
Stormont	1	75	1	60	-	-	-	-	2	1.1 135 0.6
<u>Lake Ontario</u>	12	364	2	19	2	82	-	-	16	8.7 465 2.0
Durham	2	28	-	-	-	-	-	-	2	1.1 28 0.1
Hastings	3	110	1	11	-	-	-	-	4	2.2 121 0.5
Haliburton	-	-	-	-	1	22	-	-	1	0.5 22 0.1
Northumberland	2	42	-	-	-	-	-	-	2	1.1 42 0.2
Peterborough	2	130	-	-	1	60	-	-	3	1.6 190 0.8
Prince Edward	1	12	-	-	-	-	-	-	1	0.5 12 0.1
Victoria	2	42	1	8	-	-	-	-	3	1.6 50 0.2
<u>Central Ontario</u>	23	6,704	12	3,447	3	1,829	-	-	38	20.7 11,980 51.9
Halton	5	147	1	32	-	-	-	-	6	3.3 179 0.8
Ontario	2	264	1	235	2	148	-	-	5	2.7 647 2.8
Peel	5	160	1	20	-	-	-	-	6	3.3 180 0.8
York	11	6,133	9	3,160	1	1,681	-	-	21	11.4 10,974 47.5
<u>Niagara</u>	15	1,327	5	774	4	547	-	-	24	13.0 2,648 11.5
Brant	1	76	1	80	-	-	-	-	2	1.1 156 0.7
Lincoln	2	212	1	115	2	213	-	-	5	2.7 540 2.3
Welland	7	250	2	54	1	280	-	-	10	5.4 584 2.5
Wentworth	5	789	1	525	1	54	-	-	7	3.8 1,368 5.9
<u>Lake Erie</u>	9	722	2	395	1	24	-	-	12	6.5 1,141 4.9
Elgin	2	48	1	30	-	-	-	-	3	1.6 78 0.3
Middlesex	5	613	1	365	-	-	-	-	6	3.3 978 4.2
Oxford	2	61	-	-	1	24	-	-	3	1.6 85 0.4
<u>Lake St. Clair</u>	15	638	2	18	3	352	-	-	20	10.9 1,008 4.4
<u>Essex</u>	9	442	2	18	3	352	-	-	14	7.6 812 3.5

TABLE 1 cont'd.

ECONOMIC REGION AND COUNTY	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agreements	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
<u>Midwestern Ontario</u>	8	571	2	152	-	-	-	-	10	5.4
Perth	1	52	-	-	-	-	-	-	1	0.5
Waterloo	5	388	1	91	-	-	-	-	6	3.3
Wellington	2	131	1	61	-	-	-	-	3	1.6
<u>Georgian Bay</u>	7	109	1	68	-	-	-	-	8	4.3
Bruce	1	12	-	-	-	-	-	-	1	0.5
Grey	1	26	1	68	-	-	-	-	2	1.1
Parry Sound	1	18	-	-	-	-	-	-	1	0.5
Simcoe	4	53	-	-	-	-	-	-	4	2.2
<u>Northeastern Ontario</u>	14	759	5	282	8	249	-	-	27	14.7
Algoma	2	249	1	125	1	27	-	-	4	2.2
Cochrane	3	119	2	32	2	64	-	-	7	3.8
Nipissing	-	-	-	-	2	130	-	-	2	1.1
Sudbury	8	335	2	125	2	16	-	-	12	6.5
Timiskaming	1	56	-	-	1	12	-	-	2	1.1
<u>Lakehead-Northwestern Ontario</u>	7	538	2	157	3	130	-	-	12	6.5
Kenora	3	35	-	-	2	91	-	-	5	2.7
Rainy River	2	144	1	5	1	39	-	-	4	2.2
Thunder Bay	2	359	1	152	-	-	-	-	3	1.6
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0
									23,090	100.0

Column percentage may not add to 100.0% due to rounding

TABLE 2
UNIONS REPRESENTING EMPLOYEES UNDER ONTARIO MUNICIPAL AGREEMENTS

UNION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL	TOTAL	
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.			AGREEMENTS	EMPLOYEES
								No. %	No. %
Canadian Operating Engineers	1	60	-	-	-	-	-	1 0.5	60 0.3
Civic Institute of Professional Personnel	-	-	-	-	-	-	2 152	2 1.1	152 0.7
Civil Service Association of Ontario	2	37	-	-	1 190	-	-	3 1.6	227 1.0
Electrical Workers (IBEW)	4	30	-	-	1 32	-	-	5 2.7	62 0.3
Electrical Workers (UE)	2	67	-	-	-	-	-	2 1.1	67 0.3
International Operating Engineers	4	154	-	-	-	-	-	4 2.2	154 0.7
Labourers	2	32	-	-	-	-	-	2 1.1	32 0.1
Office Employees	-	-	1 60	-	-	-	-	1 0.5	60 0.3
Public Employees (CUPE)	95	11,763	34 5,352	26 5,089	-	-	-	155 84.2	22,204 96.2
Retail Wholesale Employees	3	27	1 3	-	-	-	-	4 2.2	30 0.1
Teamsters	5	42	-	-	-	-	-	5 2.7	42 0.2
Total	118	12,212	36 5,415	28 5,311	2 152	184 100.0	23,090 100.0		

TABLE 3
DURATION OF ONTARIO MUNICIPAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		Agreements	
	No.	%	No.	%	No.	%	No.	%	No.	%
Less than one year	-	-	1	33	1	183	-	-	2	1.1
One year	7	221	4	130	2	47	-	-	13	7.1
Between one and two years	19	554	4	416	1	73	-	-	24	13.0
Two years	87	11,275	25	4,817	23	4,966	2	152	137	74.5
Between two and three years	3	139	1	8	-	-	-	-	4	2.2
Three years	2	23	1	11	1	42	-	-	4	2.2
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0
									23,090	100.0

TABLE 4
MONTH AND YEAR OF EXPIRATION OF ONTARIO MUNICIPAL AGREEMENTS

MONTH	1970			1971			1972			1973			TOTAL		
	Agrts.	Empls.		Agrts.	Empls.		Agrts.	Empls.		Agrts.	Empls.		AGREEMENTS	EMPLOYEES	%
													No.	No.	%
January	1	35		8	1,666		8	344		4	186		21	2,231	9.7
February	-	-		6	109		6	409		2	34		14	552	2.4
March	1	62		11	556		4	306		2	12		18	936	4.1
April	-	-		2	17		5	130		-	-		7	147	0.6
May	-	-		6	228		2	149		-	-		8	377	1.6
June	1	23		3	68		1	73		-	-		5	164	0.7
July	-	-		-	-		1	16		-	-		1	16	0.1
August	-	-		-	-		1	17		1	42		2	59	0.3
September	-	-		4	200		1	27		-	-		5	227	1.0
October	-	-		1	41		3	302		-	-		4	343	1.5
December	36	4,908		50	12,909		13	221		-	-		99	18,038	78.1
Total	39	5,028		91	15,794		45	1,994		9	274		184	23,090	100.0

TABLE 5

SIZE OF BARGAINING UNITS COVERED BY ONTARIO MUNICIPAL AGREEMENTS

SIZE OF BARGAINING UNIT	TOTAL									
	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS	
	Agrts. Empls.	Empls.	Agrts. Empls.	Empls.	Agrts. Empls.	Empls.	Agrts. Empls.	Empls.	No.	%
Under 25 employees	49	540	11	109	11	190	-	-	71	38.6
25 - 49 employees	30	972	7	231	4	140	-	-	41	22.3
50 - 99 employees	18	1,222	7	490	5	321	2	152	32	17.4
100 - 199 employees	6	882	5	619	3	480	-	-	14	7.6
200 - 499 employees	8	2,155	4	1,241	2	608	-	-	14	7.6
500 - 999 employees	5	2,773	1	525	1	691	-	-	7	3.8
1,000 employees and over	2	3,668	1	2,200	2	2,881	-	-	5	2.7
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0
									23,090	100.0

TABLE 6
TYPE OF BARGAINING UNIT COVERED BY ONTARIO MUNICIPAL AGREEMENTS

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	No.	%	No.	%
Non-office employees	118	64.2	12,212	52.9
Office employees	36	19.5	5,415	23.4
Professional employees	2	1.1	152	0.7
Non-office and office employees	28	15.2	5,311	23.0
Total	184	100.0	23,090	100.0

SECTION 2

UNION SECURITY

TABLE 7

UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO MUNICIPAL AGREEMENTS

MEMBERSHIP REQUIREMENTS	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	59	3,130	17	1,541	15	2,561	-	-	91	49.5	7,252	31.3
Union shop ¹	40	7,675	13	3,258	12	2,567	-	-	65	35.3	13,500	58.5
Modified union shop ²	6	986	4	573	1	183	2	152	13	7.1	1,894	8.2
Maintenance of membership ³	12	390	2	43	-	-	-	-	14	7.6	433	1.9
Other	1	31	-	-	-	-	-	-	1	0.5	31	0.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

1 - A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment.

2 - A modified union shop is the same as union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect.

3 - Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment.

TABLE 8

CHECK-OFF¹ PROVISIONS UNDER ONTARIO MUNICIPAL AGREEMENTS

TYPE OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	4	17	1	3	-	-	-	-	5	2.7	20	0.1
Dues check-off only	91	9,556	23	4,439	25	4,681	2	152	141	76.6	18,828	81.5
Dues and initiation fees	8	1,303	5	299	-	-	-	-	13	7.1	1,602	6.9
Dues and assessments	11	1,272	7	674	2	350	-	-	20	10.9	2,296	9.9
Dues, initiation fees and assessments	4	64	-	-	1	280	-	-	5	2.7	344	1.5
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

1 - Check-off is the arrangement whereby the employer regularly deducts from employees' wages, union dues and other financial obligations to the union and remits the amounts to the union.

TABLE 9.

AUTHORIZATION¹ FOR DUES CHECK-OFF UNDER ONTARIO MUNICIPAL AGREEMENTS

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision for dues check-off	4	17	1	3	-	-	-	-	5	2.7	20	0.1
Compulsory for all employees	99	11,275	28	4,986	18	2,884	-	-	145	78.8	19,145	82.9
Voluntary for all employees	10	777	3	188	3	115	-	-	16	8.7	1,080	4.7
Modified-compulsory	5	143	4	238	7	2,312	2	152	18	9.8	2,845	12.3
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

1 - Authorization for dues check-off was classified into three types:

(1) compulsory, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions; (2) voluntary, where employees may or may not authorize the employer to deduct union dues from their wages; and (3) modified-compulsory, where union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

SECTION 3

HOURS OF WORK AND OVERTIME

NUMBER OF HOURS	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts. Empls.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agreements	Employees
7 hours	-	-	13	856	-	-	-	-	13	856
7-1/2 hours	1	11	2	58	-	-	-	-	3	69
8 hours	93	10,118	4	680	2	50	-	-	99	10,848
9 hours	9	145	-	-	-	-	-	-	9	145
Varies for different groups of employees	10	1,854	16	3,815	24	4,037	-	-	50	9,706
Other	5	84	1	6	2	1,224	2	152	10	1,466
Total	118	12,212	36	5,415	28	5,311	2	152	184	23,090

TABLE 11

STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts. Empls.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agreements	Employees
35 hours	-	-	13	856	-	-	-	-	13	856
37-1/2 hours	1	11	2	58	-	-	-	-	3	69
40 hours	101	11,342	4	680	2	50	-	-	107	12,072
42 hours	1	17	-	-	-	-	-	-	1	17
44 hours	1	7	-	-	-	-	-	-	1	7
45 hours	9	145	-	-	-	-	-	-	9	145
Varies for different groups of employees	3	633	16	3,815	24	4,037	-	-	43	8,485
Other	2	57	1	6	2	1,224	2	152	7	1,439
Total	118	12,212	36	5,415	28	5,311	2	152	184	23,090

TABLE 12
COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No provision	6	239	5	196	2	352	2	152	15	8.2 939 4.1
Straight time	1	80	-	-	-	-	-	-	1	0.5 80 0.3
Time and one-half	103	10,970	24	1,899	19	1,247	-	-	146	79.4 14,116 61.1
Straight time followed by time and one-half	1	39	-	-	-	-	-	-	1	0.5 39 0.2
Time and one-half followed by double time	4	212	-	-	-	-	-	-	4	2.2 212 0.9
Varies for different groups of employees	-	-	2	2,725	6	3,652	-	-	8	4.3 6,377 27.6
Equivalent time off or pay at time and one-half	2	649	3	489	-	-	-	-	5	2.7 1,138 4.9
Time and one-half off or pay at straight time	-	-	1	26	-	-	-	-	1	0.5 26 0.1
Time and one-half off or pay at time and one-half	-	-	1	80	-	-	-	-	1	0.5 80 0.3
Other	1	23	-	-	1	60	-	-	2	1.1 83 0.4
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0 23,090 100.0

TABLE 13
COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY HOURS
UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agreements No.	Employees No.
No provision	46	7,082	14	2,959	11	2,087	-	-	71	38.6 12,128 52.5
Straight time	1	80	-	-	-	-	-	-	1	0.5 80 0.3
Time and one-half	70	5,011	16	1,353	11	894	-	-	97	52.7 7,258 31.4
Straight time followed by time and one-half	1	39	-	-	-	-	-	-	1	0.5 39 0.2
Varies for different groups of employees	-	-	1	525	4	2,080	-	-	5	2.7 2,605 11.3
Equivalent time off	-	-	-	-	-	-	2	152	2	1.1 152 0.7
Equivalent time off or pay at time and one-half	-	-	2	463	-	-	-	-	2	1.1 463 2.0
Time and one-half off or pay at time and one-half	-	-	1	80	-	-	-	-	1	0.5 80 0.3
Other	-	-	2	35	2	250	-	-	4	2.2 285 1.2
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0 23,090 100.0

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY OR SEVENTH DAY
UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agreements	Employees
No provision	26	1,436	14	674	7	407	2	152	49	2,669
Time and one-half	23	5,823	7	2,774	9	3,912	-	-	39	12,509
Double time	67	4,902	14	1,629	10	951	-	-	91	7,482
Varies for different groups of employees	-	-	-	-	2	41	-	-	2	41
Equivalent time off or pay at time and one-half	-	-	1	338	-	-	-	-	1	338
Other	2	51	-	-	-	-	-	-	2	51
Total	118	12,212	36	5,415	28	5,311	2	152	184	25,090
									100.0	100.0

TABLE 16
PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts. Empls.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	85	9,398	25	4,088	19	4,466	2	152	131	71.2	18,104	78.4
\$1.00 per meal	1	26	-	-	-	-	-	-	1	0.5	26	0.1
\$1.25 per meal	2	22	-	-	-	-	-	-	2	1.1	22	0.1
\$1.50 per meal	9	1,134	7	1,182	2	97	-	-	18	9.8	2,413	10.5
\$1.75 per meal	4	112	1	38	1	280	-	-	6	3.3	430	1.9
\$2.00 per meal	9	726	1	60	3	405	-	-	13	7.1	1,191	5.2
\$2.50 per meal	2	18	-	-	2	24	-	-	4	2.2	42	0.2
Meals furnished by the employer	6	776	2	47	1	39	-	-	9	4.9	862	3.7
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

SECTION 4

SHIFT PREMIUMS

TABLE 17

SECOND SHIFT PREMIUMS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	48	1,004	23	1,063	11	414	2	152	84	45.7
Cents per hour									2,633	11.4
4 cents	1	31	-	-	-	-	-	-	1	0.5
6 cents	-	-	-	-	1	24	-	-	1	0.5
7 cents	2	190	-	-	-	-	-	-	2	1.1
8 cents	3	332	1	60	-	-	-	-	4	2.2
9 cents	2	91	-	-	2	46	-	-	4	2.2
10 cents	10	437	1	122	1	183	-	-	12	6.5
11 cents	4	820	1	525	-	-	-	-	5	2.7
12 cents	5	153	-	-	3	787	-	-	8	4.3
14 cents	5	426	-	-	1	280	-	-	6	3.3
15 cents	21	1,920	4	590	3	127	-	-	28	15.2
16 cents	2	388	-	-	-	-	-	-	2	1.1
17 cents	2	333	-	-	-	-	-	-	2	1.1
18 cents	11	6,025	5	2,903	2	2,009	-	-	18	9.8
20 cents	2	62	-	-	1	107	-	-	3	1.6
Amount per shift									169	0.7
\$1.00 per shift	-	-	1	152	-	-	-	-	1	0.5
Per cent of wages										
5 per cent	-	-	-	-	1	59	-	-	1	0.5
Time differential									59	0.3
9 hours' pay for 8 hours' work	-	-	-	-	1	1,200	-	-	1	0.5
Other	-	-	-	-	1	75	-	-	1	0.5
Total	118	12,212	36	5,415	28	5,311	2	152	184	99.8
									23,090	100.0

TABLE 18
THIRD SHIFT PREMIUMS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE			OFFICE			NON-OFFICE & OFFICE			PROFESSIONAL			TOTAL		
	Agrts.	Empls.		Agrts.	Empls.		Agrts.	Empls.		Agrts.	Empls.		Agreements	No.	%
No provision	46	985		23	1,063		10	382		2	152		81	44.0	11.2
Cents per hour															
5 cents	-	-		-	-		1	32		-	-		1	0.5	0.1
6 cents	1	31		-	-		-	-		-	-		1	0.5	0.1
7 cents	2	190		-	-		-	-		-	-		2	1.1	0.8
8 cents	1	15		-	-		-	-		-	-		1	0.5	0.1
10 cents	5	108		1	60		2	207		-	-		8	4.3	1.6
11 cents	1	101		-	-		-	-		-	-		1	0.5	0.4
12 cents	5	747		1	525		3	768		-	-		9	4.9	8.8
13 cents	1	62		-	-		1	23		-	-		2	1.1	0.4
14 cents	5	437		-	-		1	280		-	-		6	3.3	3.1
15 cents	24	2,014		4	590		3	127		-	-		31	16.8	11.8
16 cents	3	648		1	122		-	-		-	-		4	2.2	3.4
17 cents	3	361		-	-		-	-		-	-		3	1.6	1.6
18 cents	15	6,367		5	2,903		2	2,009		-	-		22	12.0	48.8
20 cents	5	132		-	-		1	107		-	-		6	3.3	1.0
30 cents	1	14		-	-		-	-		-	-		1	0.5	0.1
Amount per shift															
\$1.00 per shift	-	-		1	152		-	-		-	-		1	0.5	0.7
Per cent of wages															
5 per cent	-	-		-	-		1	59		-	-		1	0.5	0.3
Time differential															
9 hours' pay for 8 hours' work	-	-		-	-		1	1,200		-	-		1	0.5	5.2
Other	-	-		-	-		2	117		-	-		2	1.1	0.5
Total	118	12,212		36	5,415		28	5,311		2	152		184	100.0	100.0

SECTION 5

PAY GUARANTEES

TABLE 19

REPORTING PAY GUARANTEES¹ UNDER ONTARIO MUNICIPAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL	TOTAL	
	Agrts. Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.		Empls.	Agreements No. %
No provision	72	4,088	34	5,372	20	3,169	2	152	128 69.6 12,781 55.4
1 hour of work or pay	2	155	-	-	-	-	-	-	2 1.1 155 0.7
2 hours of work or pay	13	1,310	-	-	3	125	-	-	16 8.7 1,435 6.2
3 hours of work or pay	7	1,331	-	-	-	-	-	-	7 3.8 1,331 5.8
4 hours of work or pay	19	5,032	2	43	4	1,957	-	-	25 13.6 7,032 30.5
8 hours of work or pay	1	7	-	-	-	-	-	-	1 0.5 7 0.0
Graduated payments	4	289	-	-	-	-	-	-	4 2.2 289 1.2
Other	-	-	-	-	1	60	-	-	1 0.5 60 0.3
Total	118	12,212	36	5,415	28	5,311	2	152	184 100.0 23,090 100.0

1 - Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	13	736	12	852	4	276	2	152	31	16.8	2,016	8.7
Minimum of 2 hours at straight time	8	752	1	20	-	-	-	-	9	4.9	772	3.3
Minimum of 3 hours at straight time	5	460	1	38	-	-	-	-	6	3.3	498	2.2
Minimum of 3-1/2 hours at straight time	1	127	-	-	-	-	-	-	1	0.5	127	0.6
Minimum of 4 hours at straight time	3	33	-	-	2	35	-	-	5	2.7	68	0.3
Minimum of 1 hour at time and one-half	2	35	-	-	-	-	-	-	2	1.1	35	0.2
Minimum of 1-1/2 hours at time and one-half	1	17	-	-	-	-	-	-	1	0.5	17	0.1
Minimum of 2 hours at time and one-half	24	4,586	6	505	2	304	-	-	32	17.4	5,395	23.3
Minimum of 3 hours at time and one-half	4	655	-	-	-	-	-	-	4	2.2	655	2.8
Minimum of 4 hours at time and one-half	1	38	1	125	3	247	-	-	5	2.7	410	1.8
Minimum of 1 hour at double time	-	-	1	80	-	-	-	-	1	0.5	80	0.3
Minimum of 2 hours at straight time or actual hours worked at premium rate, whichever is greater	4	644	1	8	3	1,915	-	-	8	4.3	2,567	11.1
Minimum of 3 hours at straight time or actual hours worked at premium rate, whichever is greater	3	572	2	175	-	-	-	-	5	2.7	747	3.2
Minimum of 4 hours at straight time or actual hours worked at premium rate, whichever is greater	5	160	1	14	3	168	-	-	9	4.9	342	1.5
Minimum of 1 hour at applicable overtime rate	-	-	1	11	-	-	-	-	1	0.5	11	0.0
Minimum of 2 hours at applicable overtime rate	28	2,116	6	3,015	4	1,795	-	-	38	20.7	6,926	30.0
Minimum of 2-1/2 hours at applicable overtime rate	-	-	-	-	1	23	-	-	1	0.5	23	0.1
Minimum of 2-2/3 hours at applicable overtime rate	-	-	-	-	1	10	-	-	1	0.5	10	0.0
Minimum of 3 hours at applicable overtime rate	11	1,053	2	557	3	404	-	-	16	8.7	2,014	8.7
Minimum of 4 hours at applicable overtime rate	1	9	1	15	1	75	-	-	3	1.6	99	0.4
Other	4	219	-	-	1	59	-	-	5	2.7	278	1.2
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

SECTION 6

ALLOWANCES FOR WORK
CLOTHING OR UNIFORMS

TABLE 21

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agreements	Employees
No provision	44	3,742	27	4,677	13	2,539	2	152	86	46.7
Supplied at no cost to employees	59	7,712	8	723	12	2,411	-	-	79	42.9
Supplied at some cost to employees	6	409	-	-	1	328	-	-	7	3.8
Employer makes a monetary allowance	8	149	1	15	1	9	-	-	10	5.4
Other	1	200	-	-	1	24	-	-	2	1.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0
									23,090	100.0

TABLE 22

MAINTENANCE¹ OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agreements	Employees
No provision	97	9,171	35	5,383	28	5,311	2	152	162	88.0
Maintained at no cost to employees	20	2,987	1	32	-	-	-	-	21	11.4
Maintained at some cost to employees	1	54	-	-	-	-	-	-	1	0.5
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0
									23,090	100.0

1 - Refers to laundering and cleaning services.

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 23

PAID REST PERIODS UNDER ONTARIO MUNICIPAL AGREEMENTS

NUMBER OF DAILY PERIODS AND DURATION	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No provision	50	5,935	16	3,528	13	2,863	2	152	81	12,478
1 period of 10 minutes	1	35	-	-	-	-	-	-	1	35
1 period of 15 minutes	2	17	1	26	-	-	-	-	3	43
2 periods, 10 minutes each	36	4,259	2	545	4	1,917	-	-	42	6,721
2 periods, 15 minutes each	22	993	15	963	11	531	-	-	48	2,487
2 periods, 20 minutes each	1	46	-	-	-	-	-	-	1	46
2 periods, duration varies for different groups of employees	2	649	-	-	-	-	-	-	2	649
2 periods, duration varies for morning and afternoon	-	-	1	338	-	-	-	-	1	338
2 periods, duration not specified	2	24	1	15	-	-	-	-	3	39
Other	2	254	-	-	-	-	-	-	2	254
Total	118	12,212	36	5,415	28	5,311	2	152	184	23,090
									100.0	100.0

TABLE 24
PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO MUNICIPAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%		
No provision	98	9,378	35	5,377	26	5,278	2	152	161	87.5	20,185	87.4
1 period of 5 minutes	4	1,683	-	-	-	-	-	-	4	2.2	1,683	7.3
1 period of 10 minutes	2	17	-	-	-	-	-	-	2	1.1	17	0.1
1 period of 15 minutes	1	18	1	38	-	-	-	-	2	1.1	56	0.2
1 period, duration not specified	1	200	-	-	-	-	-	-	1	0.5	200	0.9
2 periods, 5 minutes each	6	774	-	-	2	33	-	-	8	4.3	807	3.5
2 periods, 10 minutes each	3	34	-	-	-	-	-	-	3	1.6	34	0.1
2 periods, 15 minutes each	1	46	-	-	-	-	-	-	1	0.5	46	0.2
Periods and duration not specified	2	62	-	-	-	-	-	-	2	1.1	62	0.3
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 26

PAID BEREAVEMENT LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	13	287	1	3	2	189	-	-	16	8.7	479	2.1
3 days	59	7,552	19	3,816	16	4,321	-	-	94	51.1	15,689	67.9
7 days	-	-	-	-	-	-	2	152	2	1.1	152	0.7
3 days basic with one additional day if travel involved	1	101	-	-	1	60	-	-	2	1.1	161	0.7
3 days basic with 2 additional days if travel involved	4	637	4	695	-	-	-	-	8	4.3	1,332	5.7
3 days basic with 3 additional days if travel involved	1	17	-	-	-	-	-	-	1	0.5	17	0.1
3 days basic with 5 additional days if travel involved	-	-	1	11	-	-	-	-	1	0.5	11	0.0
3 days basic with 7 additional days if travel involved	3	79	1	32	1	22	-	-	5	2.7	133	0.6
3 days for death in immediate family, 1/2 day for other relatives	3	390	-	-	1	328	-	-	4	2.2	718	3.1
3 days for death in immediate family, 1 day for other relatives	16	1,316	5	341	4	127	-	-	25	13.6	1,784	7.7
3 days for death in immediate family, 2 days for other relatives	1	79	-	-	-	-	-	-	1	0.5	79	0.3
3 days for death in immediate family, 1 or 1/2 day for other relatives	1	26	-	-	-	-	-	-	1	0.5	26	0.1
3 days for death in immediate family, 2 or 1 day for other relatives	2	583	1	365	-	-	-	-	3	1.6	948	4.1
4 days for death in immediate family, 2 days for other relatives	1	12	-	-	-	-	-	-	1	0.5	12	0.1
4 days for death in immediate family, 3 or 1 day for other relatives	1	66	-	-	-	-	-	-	1	0.5	66	0.3
Not specified	5	102	2	41	2	205	-	-	9	4.9	348	1.5
Other	7	965	2	111	1	59	-	-	10	5.4	1,135	4.7
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 27

PAID ANNUAL SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts. Empls.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave plan	7	172	1	3	-	-	-	-	8	4.3	175	0.8
10 days	2	9	-	-	-	-	-	-	2	1.1	9	0.0
12 days	8	170	-	-	1	39	-	-	9	4.9	209	0.9
15 days	2	32	1	11	5	2,162	2	152	10	5.4	2,357	10.2
18 days	77	10,871	27	5,129	13	2,507	-	-	117	63.6	18,507	80.2
26 days	-	-	-	-	1	280	-	-	1	0.5	280	1.2
Varies with length of service	1	9	1	60	-	-	-	-	2	1.1	69	0.3
Allowance made per sickness	1	25	-	-	-	-	-	-	1	0.5	25	0.1
Annual cash payment plan	2	75	-	-	-	-	-	-	2	1.1	75	0.3
Allowance not specified	1	23	1	13	-	-	-	-	2	1.1	36	0.2
Other	17	826	5	199	8	523	-	-	30	16.3	1,348	5.8
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 28
MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE	OFFICE	NON-OFFICE & OFFICE	PROFESSIONAL	TOTAL			
					AGREEMENTS		EMPLOYERS	
	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	No.	%	No.	%
No Paid Sick Leave Plan	7 172	1 3	- -	- -	8 4.3	175 0.8		
Unused Sick Leave Not Cumulative	4 123	1 60	- -	- -	5 2.7	183 0.8		
Under 60 Days	1 4	- -	- -	- -	1 0.5	4 0.0		
60 - 89 Days	3 89	- -	- -	- -	3 1.6	89 0.4		
90 - 119 Days	10 271	- -	4 113	- -	14 7.6	384 1.7		
120 - 149 Days	3 196	- -	1 9	- -	4 2.2	205 0.9		
150 - 179 Days	4 44	1 80	1 59	- -	6 3.3	183 0.8		
180 - 209 Days	14 650	5 202	4 145	- -	23 12.5	997 4.3		
210 - 239 Days	1 17	1 5	- -	- -	2 1.1	22 0.1		
240 - 269 Days	2 38	1 38	1 12	- -	4 2.2	88 0.4		
270 - 299 Days	3 167	- -	- -	- -	3 1.6	167 0.7		
300 or More Days	8 1,350	2 677	1 280	- -	11 6.0	2,307 10.0		
Accumulation Changes During Term of Agreement	- -	- -	1 22	- -	1 0.5	22 0.1		
No Limit Specified	43 8,519	18 4,046	9 4,394	2 152	72 39.1	17,111 74.1		
Sick Leave Converted to Cash at Year End	1 4	- -	- -	- -	1 0.5	1 0.0		
Other	14 570	6 304	6 277	- -	26 14.2	1,149 4.9		
Total	118 12,212	36 5,415	28 5,311	2 152	184 100.0	23,090 100.0		

TABLE 29

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

PERCENT OF UNUSED ALLOWANCE PAID	NON-OFFICE	OFFICE	NON-OFFICE & OFFICE	PROFESSIONAL	TOTAL			
					AGREEMENTS		EMPLOYEES	
	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	No.	%	No.	%
No Paid Sick Leave Plan	7 172	1 3	- -	- -	8	4.3	175	0.8
Plans Not Specifying payment for Unused Allowance.	24 1,590	5 573	5 355	- -	34	18.5	2,518	10.9
Percent of Unused Allowance Paid for under Plans Specifying Payment								
25 per cent	2 14	- -	- -	- -	2	1.1	14	0.1
50 per cent	64 8,437	22 4,060	15 4,669	2 152	103	56.0	17,318	75.0
60 per cent	- -	- -	1 24	- -	1	0.5	24	0.1
100 per cent	1 25	- -	- -	- -	1	0.5	25	0.1
Varies with Length of Service	5 781	2 530	1 22	- -	8	4.3	1,333	5.8
Other	15 1,193	6 249	6 241	- -	27	14.7	1,683	7.2
Total	118 12,212	36 5,415	28 5,311	2 152	184	100.0	23,090	100.0

TABLE 30
PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

PAYMENT OF UNUSED ALLOWANCE PAID	TOTAL											
	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No Paid Sick Leave Plan	7	172	1	3	-	-	-	-	8	4.3	175	0.8
Plans not Specifying Payment for Unused Allowance	35	1,421	6	574	6	171	-	-	47	25.5	2,166	9.4
50 per cent	45	5,742	18	1,791	10	2,853	-	-	73	39.7	10,386	45.0
60 per cent	-	-	-	-	1	24	-	-	1	0.5	24	0.1
75 per cent	1	17	1	5	-	-	-	-	2	1.1	22	0.1
100 per cent	10	3,316	2	2,208	4	1,962	2	152	18	9.8	7,638	33.1
Varies with Length of Service	6	941	2	585	-	-	-	-	8	4.3	1,526	6.6
Other	14	603	6	249	7	301	-	-	27	14.7	1,153	4.9
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 31.

PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
9 Full Holidays	11	402	-	-	1	12	-	-	12	6.5	414	1.8
9 Full Plus 2 Half Holidays	2	21	-	-	-	-	-	-	2	1.1	21	0.1
9 Full Plus 3 Half Holidays	1	12	-	-	-	-	-	-	1	0.5	12	0.1
10 Full Holidays	36	1,145	7	332	5	212	-	-	48	26.1	1,689	7.3
10 Full Plus 1 Half Holidays	4	190	-	-	1	22	-	-	5	2.7	212	0.9
10 Full Plus 2 Half Holidays	7	142	1	11	5	189	-	-	13	7.1	342	1.5
11 Full Holidays	47	7,974	21	4,333	13	4,483	2	152	83	45.1	16,942	73.4
11 Full Plus 1 Half Holidays	1	200	1	105	-	-	-	-	2	1.1	305	1.3
11 Full Plus 2 Half Holidays	4	830	4	618	-	-	-	-	8	4.3	1,448	6.3
12 Full Holidays	2	614	1	11	2	351	-	-	5	2.7	976	4.2
13 Full Holidays	1	365	-	-	-	-	-	-	1	0.5	365	1.6
13 Full Plus 1 Half Holidays	1	300	-	-	-	-	-	-	1	0.5	300	1.3
Varies for Different Groups of Employees	-	-	-	-	1	42	-	-	1	0.5	42	0.2
Changes During Term of Agreement	1	17	1	5	-	-	-	-	2	1.1	22	0.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 32
COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE			OFFICE			NON-OFFICE & OFFICE			PROFESSIONAL			TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agreements	No.	%
No Provision	3	15	6	519	1	60	2	152	12	6.5	746	3.2			
Straight Time Plus Holiday Pay	4	62	1	30	1	32	-	-	6	3.3	124	0.5			
Time and One-Half	1	6	-	-	-	-	-	-	1	0.5	6	0.0			
Time and One-Half Plus Holiday Pay	70	7,158	20	1,499	21	4,876	-	-	111	60.3	13,533	58.6			
Double Time Plus Holiday Pay	30	2,349	5	494	1	15	-	-	36	19.6	2,858	12.4			
Varies with Number of Hours Worked	1	25	-	-	-	-	-	-	1	0.5	25	0.1			
Varies for Work on Different Holidays	3	71	-	-	1	107	-	-	4	2.2	178	0.8			
Time and One-Half Plus Another Day Off with Pay	1	61	-	-	1	190	-	-	2	1.1	251	1.1			
Time and One-Half Plus Equivalent Time Off	1	2,100	1	338	-	-	-	-	2	1.1	2,438	10.6			
Varies for Different Groups of Employees	2	301	1	2,200	2	31	-	-	5	2.7	2,532	11.0			
Other	2	64	2	335	-	-	-	-	4	2.2	399	1.9			
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0			

TABLE 33
LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE				OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.		Empls.		Agrts.		Empls.		Agrts.		Empls.		No.	
Less Than One Year's Service	1	23	1	60	1	190	2	152	5	2.7	425	1.8		
1 Year	101	11,595	32	3,047	25	5,047	-	-	158	85.9	19,689	85.3		
2 Years	11	238	1	3	2	74	-	-	14	7.6	315	1.4		
3 Years	2	38	-	-	-	-	-	-	2	1.1	38	0.2		
4 Years	1	4	-	-	-	-	-	-	1	0.5	4	0.0		
Varies for Different Group of Employees	-	-	1	2,200	-	-	-	-	1	0.5	2,200	9.5		
Other	2	314	1	105	-	-	-	-	3	1.6	419	1.8		
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0		

TABLE 36
 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION
 UNDER ONTARIO MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	73	2,707	22	1,076	15	1,085	-	-	110	59.8	4,868	21.1
15 years	1	9	-	-	-	-	-	-	1	0.5	9	0.0
20 years	4	49	1	8	3	122	-	-	8	4.3	179	0.8
24 years	3	284	1	122	-	-	-	-	4	2.2	406	1.8
25 years	31	8,450	10	4,004	9	4,095	2	152	52	28.3	16,701	72.3
26 years	2	318	2	205	-	-	-	-	4	2.2	523	2.3
30 years	2	81	-	-	1	9	-	-	3	1.6	90	0.4
Other	2	314	-	-	-	-	-	-	2	1.1	314	1.4
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

SECTION 8

HEALTH, INSURANCE AND PENSIONS

TABLE 37

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	2	63	1	20	-	-	-	-	3	1.6	83	0.4
40 per cent	1	23	-	-	1	190	-	-	2	1.1	213	0.9
50 per cent	4	18	-	-	-	-	-	-	4	2.2	18	0.1
60 per cent	2	15	-	-	2	119	-	-	4	2.2	134	0.6
65 per cent	1	29	-	-	-	-	-	-	1	0.5	29	0.1
66-2/3 per cent	58	3,558	15	1,520	13	2,517	2	152	88	47.8	7,747	33.6
75 per cent	10	757	4	131	2	133	-	-	16	8.7	1,021	4.4
80 per cent	2	294	1	60	1	183	-	-	4	2.2	537	2.3
85 per cent	2	276	-	-	-	-	-	-	2	1.1	276	1.2
90 per cent	1	66	-	-	-	-	-	-	1	0.5	66	0.3
94 per cent	-	-	-	-	1	42	-	-	1	0.5	42	0.2
100 per cent	26	5,901	11	3,011	4	1,727	-	-	41	22.3	10,639	46.1
Changes during term of agreement	7	833	3	660	2	49	-	-	12	6.5	1,542	6.7
Not specified	2	379	1	13	1	328	-	-	4	2.2	720	3.1
Other	-	-	-	-	1	23	-	-	1	0.5	23	0.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 38
EMPLOYER CONTRIBUTIONS TO BASIC MEDICAL AND SURGICAL INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	TOTAL											
	NON-OFFICE		OFFICE		NON-OFFICE & OFFICE		PROFESSIONAL		AGREEMENTS		EMPLOYEES	
	Agts., Empls.		Agts., Empls.		Agts., Empls.		Agts., Empls.		No.	%	No.	%
No provision	6	119	1	20	-	-	-	-	7	3.8	139	0.6
50 per cent	4	18	-	-	-	-	-	-	4	2.2	18	0.1
60 per cent	1	7	-	-	2	119	-	-	3	1.6	126	0.5
65 per cent	2	52	-	-	1	190	-	-	3	1.6	242	1.0
66-2/3 per cent	56	3,526	15	1,520	13	2,517	2	152	86	46.7	7,715	33.4
75 per cent	10	757	4	131	2	133	-	-	16	8.7	1,021	4.4
80 per cent	2	294	1	60	1	183	-	-	4	2.2	537	2.3
85 per cent	2	276	-	-	-	-	-	-	2	1.1	276	1.2
90 per cent	1	66	-	-	-	-	-	-	1	0.5	66	0.3
94 per cent	-	-	-	-	1	42	-	-	1	0.5	42	0.2
100 per cent	26	5,901	11	3,011	4	1,727	-	-	41	22.3	10,639	46.1
Changes during term of agreement	6	817	3	660	2	49	-	-	11	6.0	1,526	6.6
Not specified	2	379	1	13	1	328	-	-	4	2.2	720	3.1
Other	-	-	-	-	1	23	-	-	1	0.5	23	0.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

**COLLECTIVE BARGAINING PROVISIONS
IN
ONTARIO MUNICIPAL AGREEMENTS
1972**



**Research Branch
Ontario Ministry of Labour**

COLLECTIVE BARGAINING PROVISIONS IN
ONTARIO MUNICIPAL AGREEMENTS

Research Branch

Ontario Ministry of Labour

August 1972

Hon. Fernand Guindon,
Minister.

R. D. Johnston,
Deputy Minister.

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RATES OF PAY

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INTRODUCTION

This report is a statistical analysis of the principal provisions contained in Ontario Collective Agreements covering 23,600 full-time employees of municipal governments. The report consists of 2 parts.

PART I - WORKING CONDITIONS

Part I consists of 42 tables. The first 6 tables give information on the geographical distribution of municipal contracts, the unions that are party to them, their duration, and the sizes and types of bargaining unit to which they apply. The remaining tables classify the agreements and employee-coverage data for specific provisions by type of bargaining unit. These provisions include clauses concerned with union membership, check-off of union dues and other deductions, hours of work, and virtually all arrangements for remuneration above basic wage rates such as overtime compensation, shift premiums, paid time-off, and employer contributions to health, welfare and pension plans. Related provisions are grouped together in 8 separate sections identified in the Table of Contents.

The tables show the prevalence of major working conditions in terms of agreements and employees covered by 197 municipal contracts. The contracts include all those classified as local government collective agreements and on file in the Ministry of Labour's Collective Agreements Library when the data were compiled on June 30, 1972. Of these 197 agreements, 159 were current on that date and the remaining 38 were in various stages of renegotiation. (The Library endeavours to have on file all Ontario Collective Agreements.)

Regional and County Distribution

Central Ontario, with 43 contracts, has the greatest concentration of municipal agreements found in any of the 10 economic regions of the Province. These agreements apply to 12,200 employees, about 52 per cent of the coverage of the study. Almost 11,000 of the workers covered by them are found in York County (including Metropolitan Toronto).

Northeastern Ontario and Niagara regions rank second and third in terms of numbers of agreements analyzed, with 28 and

25 respectively. These agreements, however, apply to only 5.5 and 12.3 per cent of the employees. The number of agreements in the remaining 7 regions ranges from 19 in Lake St. Clair down to 9 in Georgian Bay, and the number of employees covered by them from 2,851 in Eastern Ontario to 131 in Georgian Bay.

Unions Representing Municipal Workers

More than four-fifths of the agreements analyzed are with the Canadian Union of Public Employees. These 169 contracts cover 22,806 employees, or more than 96 per cent of the total coverage. The remaining 28 agreements are distributed among 10 other unions, and 5 contracts is the largest number held by any of these unions.

Size of Bargaining Unit

Small bargaining units are a predominant feature of local government labour relations. About 64 per cent of the agreements (125) apply to units of fewer than 50 employees, but these units apply to only approximately 11 per cent of all employees included in the study. On the other hand, bargaining units of 200 employees or more account for 13 per cent of the agreements analyzed and cover 71 per cent of the employee total.

Type of Bargaining Unit

Four types of bargaining units are identified in the analysis according to the employees they cover: "Non-office", "Office", "Non-office and Office" and "Professional". Three contracts applying to foremen are included in the 126 non-office agreements, but the remaining 123 contracts in this category refer only to non-supervisory workers. In the 43 agreements classified as "Office" there are 2 that cover both office and professional employees.

The "Non-office" bargaining units apply to a smaller proportion of the 23,600 workers covered by the study than of the number of agreements analyzed, 53 per cent compared to 64 per cent. The "Office" agreements and those that include both non-office and office occupations apply to about the same proportion of employees.

Union Security

Some form of union membership requirement is contained in 53 per cent of the agreements. The union shop is the most prevalent; it occurs in 38 per cent of the contracts and affects 60 per cent of the total employees. Modified union shop and the maintenance of membership appear in 9 and 7 per cent of agreements respectively, but in terms of employees, a much larger proportion is affected by modified union-shop provisions.

Virtually all the agreements (193) include provisions for union dues check-off. Fifty-four of them also call for check-off of initiation fees and/or assessments. All except 17 of the employees are affected by union dues check-off. For 84 per cent of them the check-off is compulsory, and for 4 per cent it is voluntary.

Hours of Work

The 40 hour work week is the most prevalent established by municipal agreements. It occurs in 53 per cent of the contracts and covers 48 per cent of the employees. It applies predominantly to non-office employees, both those organized in bargaining units composed entirely of such workers and those that include office workers as well. The normal work week for employees in office and professional classifications ranges widely from 32 to 37-1/2 hours.

Overtime Compensation

For both office and non-office workers, pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours. This rate appears in more than 80 per cent of the agreements, and applies to 76 per cent of the employees.

Shift Premiums

Premium pay is provided for second and third shifts in 51 and 53 per cent of the agreements, respectively. In terms of agreements, amounts of 15, 18 and 20 cents per hour are the most prevalent premiums paid for both shifts. They occur for the second shift in 15, 8 and 8 per cent of the contracts, respectively; and for the third shift, in 13, 10 and 11 per cent of the contracts.

Measured in terms of employees, the 20¢ premium applies to larger proportions than the 15¢ and 18¢ ones. For the second shift, 38 per cent of the employees receive the 20¢ premium, compared to 17 per cent who are entitled to an 18¢ one and 15 per cent who are entitled to a 15¢ one. The proportions for the third shift are 41, 19 and 7 per cent, respectively.

Pay Guarantees

Of the 2 pay guarantee provisions analyzed, call-back clauses are the more common. They appear in 85 per cent of the agreements, while reporting guarantees are included in only 29 per cent of them.

A minimum of 4 hours of work or pay is the most prevalent reporting guarantee. It occurs in 15 per cent of the agreements and covers 32 per cent of the total employees. A guarantee of 3 hours is specified in 5 per cent of the contracts covering 9 per cent of the employees. In 6 per cent of the contracts a guarantee of 2 hours is provided and applies to 3 per cent of the employees.

A minimum of 2 hours is the most frequent call-back guarantee provided. It appears in 39 per cent of the agreements covering 58 per cent of the employees. Time and one-half the employee's hourly wage rate is the most common single payment applicable to call-backs. It occurs in 16 per cent of the agreements and covers 26 per cent of the employees. In 33 per cent of the contracts, the employee receives the overtime rate that applies at the time he is called back.

Jury Duty Pay

Pay for working-time lost while serving on a jury is provided in 78 per cent of the agreements covering 94 per cent of the employees. The most common provisions calls for the employer to make up the difference between the employee's regular pay and the jury fees which he receives. This arrangement is found in 73 per cent of the agreements and applies to 90 per cent of the employees.

Paid Bereavement Leave

Paid absences due to death in an employee's family are provided in 94 per cent of the agreements representing 99 per cent

of the workers. A maximum allowance of 3 days is the most common practice. It occurs in 53 per cent of the contracts and applies to 70 per cent of the employees. In 19 per cent of the agreements, 3 days are allowed for the death of a member of the immediate family and one-half to 2 days for the death of other relatives. Seventeen agreements provide a basic 3-day leave and an additional 1 to 7 days of reasonable time if travel is required.

Paid Sick Leave

Paid sick leave provisions are contained in 97 per cent of the agreements, and cover all but 0.2 per cent of the employees. An annual allowance of 18 days is the most prevalent practice in those agreements which specify the amount of sick leave that is granted. This provisions occurs in 70 per cent of the contracts, and applies to 89 per cent of the employees.

Accumulation of sick leave credits is specifically provided for in 163 agreements. Of the remaining 34 agreements, data were not available for 22, and 12 either did not contain paid sick leave provisions or did not provide for accumulation.

Of the 163 agreements that specifically provide for sick leave accumulation, 97 do not place any limits on the number of days that can be carried over from year to year. Sixty-three contracts, however, limit the total amount that can be accrued.

In 141 agreements it specifies that employees will be paid for unused sick leave when their employment is terminated for reasons other than retirement. In 124 of these agreements the payment is made for one-half of the employee's accrued sick leave, and is calculated on his wage rate at termination.

Payment for unused sick leave on retirement is specified in 119 agreements. In 85 of these contracts the retiring employee receives cash for one-half of his accumulated sick leave, and in 23 agreements the employee is paid for his unused sick leave.

Paid Holidays

All employees in the study are covered by paid holiday provisions. Seventy-seven per cent of them, covered by 59 per cent of the agreements, receive pay for 11 full holidays. Agreements specifying 10 paid holidays account for 19 per cent of the total number of contracts, and apply to 5 per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This rate appears in 53 per cent of the agreements, and covers 52 per cent of the employees. Double time plus holiday pay occurs in 24 per cent of the agreements and is paid to 16 per cent of the employees. Three per cent of the agreements, covering less than 1 per cent of the employees, provide for straight time plus holiday pay. None of the other arrangements reported are found in more than 5 contracts.

Paid Vacations

Paid vacations are provided by all the agreements analyzed. A maximum vacation of 3 weeks appears in 4 per cent (7), 4 weeks in 40 per cent (79), and 5 weeks in 53 per cent (105) of the agreements. Two contracts grant a maximum of 6 weeks, and 1 a maximum of 7 weeks.

The most common qualifying period for a 2-week vacation is 1 year and it affects 98 per cent of the employees. For 1 per cent of the employees the qualifying period is less than 1 year, and for 1 per cent of them the qualifying period is 2 years.

All the agreements provide for a 3-week vacation, and the maximum qualifying period is 15 years. The most prevalent qualifying period is 5 years, after which 68 per cent of the workers earn a 3-week vacation. Four per cent of the employees qualify after 4 years, 2 per cent after 6 years, 8 per cent after 7 years, and 1 per cent after 8 years. The minimum qualifying period for a 3-week vacation is 1 year, but it appears in only 3 agreements affecting 165 workers.

A 4-week vacation is allowed in 96 per cent of the agreements covering all but 0.2 per cent of the employees in the study. The principal qualifying period is 15 years, found in 58 per cent of the contracts and affecting 76 per cent of the workers. A 4-week vacation is granted after 18 years of service to 2 per cent of the employees covered by 6 per cent of the contracts, and to 1 per cent of the employees covered by 7 per cent of the contracts after 20 years. The minimum qualifying period for a 4-week vacation is 10 years, and it appears in 8 agreements covering about 400 workers.

Fifty-six per cent of the agreements covering 89 per cent of the workers provide a 5-week vacation. The predominant practice is to grant 5 weeks after 25 years of service. Such a provision is found in 36 per cent of the agreements affecting 77 per cent of the employees.

Health, Insurance and Pension Plans

Basic hospital, medical and surgical insurance plans are included in more than 99 per cent of the agreements and apply to all but 0.1 per cent of the employees. For 84 per cent of the employees represented by 52 per cent of the agreements, the employer pays 100 per cent of the premiums for the plan. In 11 per cent of the agreements involving 4 per cent of the workers, the employer pays 75 per cent of the premiums.

Life insurance plans are provided in 86 per cent of the agreements and apply to 98 per cent of the employees. In 36 per cent of the agreements affecting 52 per cent of the employees, 100 per cent of the plan premiums is paid by the employer. In 13 per cent of the contracts which apply to 18 per cent of the employees, two-thirds of the premium is contributed by the employer. Ten per cent of the contracts covering 3 per cent of the employees call for the employer to pay 75 per cent of the premium. In 4 per cent of the contracts covering 8 per cent of the employees, both parties contribute equally to the cost of the insurance plan.

Pension plans are found in 80 per cent of the agreements covering 94 per cent of the workers. Seventy per cent of the agreements stipulate that the employer and the employee will share the cost of the retirement benefits. In 9 per cent of them the financing arrangement is not specified.

PART II - WAGES

Part II of the report consists of one table showing the rates of pay provided for two occupations - labourer and clerk-typist. These are the basic non-office and clerical classifications most commonly found in municipal agreements. The agreements from which the rates were taken are listed alphabetically, by the names of the municipalities concerned, and are arranged by the ten economic regions of Ontario.

The wage rates were obtained from 162 agreements. Of these, 139 were current and 23 were being renegotiated when the wage data were compiled in August of 1972. For the 139 current agreements, the rates in effect on June 30, 1972 or later were reported. For the 23 agreements under renegotiation, only the final rates provided when these agreements expired have been reported. The number of agreements analyzed in Part II and the information on whether or not they are current varies from the

similar data shown for Part I because not all of the analyzed contracts specified the occupations selected.

For each of the occupations specified, the table shows the minimum and maximum or single wage rates paid after the probationary period on an hourly, weekly, monthly or yearly basis. Where a single rate occurs, it is shown in the column marked "MAXIMUM". The effective date for each rate is given and the date entered in the last column of the table is the termination date of the contract.

The report was prepared in the Ministry of Labour, Research Branch by Agnes Gesing, assisted by Frederic W. Groom, George C. Cameron, Thomas Ritchie and Susan Markell under the general direction of Lenard Haywood.

PART I

WORKING CONDITIONS

SECTION 1

*DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND
BARGAINING UNIT SIZE AND TYPE*

TABLE 1

REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO MUNICIPAL AGREEMENTS

ECONOMIC REGION AND COUNTY	NON-OFFICE				OFFICE				PROFESSIONAL				NON-OFFICE AND OFFICE				AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
Eastern Ontario	8	424	4	123	2	152	4	2,152	18	9.2	2,851	12.2								
Carleton	2	85	2	56	2	152	2	1,891	8	4.2	2,184	9.5								
Frontenac	1	167	-	-	-	-	-	1	247	2	1.0	414	1.8							
Leeds	1	50	-	-	-	-	-	-	-	1	0.5	30	0.1							
Prescott	-	-	-	-	-	-	-	1	14	1	0.5	14	0.1							
Renfrew	3	67	1	7	-	-	-	-	-	4	2.0	74	0.3							
Stormont	1	75	1	60	-	-	-	-	-	2	1.0	135	0.6							
Lake Ontario	12	384	4	120	-	-	1	26	17	8.6	530	2.2								
Durham	2	29	-	-	-	-	-	-	2	1.0	29	0.1								
Hastings	3	103	2	52	-	-	-	-	5	2.5	155	0.7								
Haliburton	-	-	-	-	-	-	1	26	1	0.5	26	0.1								
Northumberland	1	13	-	-	-	-	-	-	1	0.5	13	0.0								
Peterborough	2	149	1	60	-	-	-	-	3	1.5	209	0.9								
Prince Edward	1	8	-	-	-	-	-	-	1	0.5	8	0.0								
Victoria	2	42	1	8	-	-	-	-	3	1.5	50	0.2								
Two or more counties	1	40	-	-	-	-	-	-	1	0.5	40	0.2								
Central Ontario	27	7,045	13	4,977	-	-	3	164	43	21.9	12,186	51.6								
Halton	6	258	2	82	-	-	-	-	8	4.2	340	1.4								
Ontario	2	326	1	235	-	-	3	164	6	3.0	725	3.1								
Peel	5	117	1	24	-	-	-	-	6	3.0	141	0.6								
York	14	6,344	9	4,636	-	-	-	-	23	11.7	10,980	46.5								
Niagara	16	1,401	5	327	-	-	4	1,182	25	12.7	2,910	12.3								
Brant	1	66	1	64	-	-	-	-	2	1.0	130	0.5								
Lincoln	2	209	1	99	-	-	-	-	3	1.5	308	1.2								
Welland	6	183	2	49	-	-	2	469	10	5.1	701	3.0								
Wentworth	5	693	4	-	-	-	2	713	7	3.6	1,406	6.0								
Two or more counties	2	250	1	115	-	-	-	-	3	1.5	365	1.5								

ECONOMIC REGION AND COUNTY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS	
									No.	%
Lake Erie	10	769	3	570	-	-	-	-	13	6.6
Elgin	2	50	1	30	-	-	-	-	-	-
Middlesex	6	661	1	310	-	-	-	-	3	1.5
Oxford	2	58	1	30	-	-	-	-	7	3.6
					-	-	-	-	7	3.6
Lake St. Clair	14	644	2	18	-	-	3	369	19	9.7
Essex	9	447	2	18	-	-	3	369	14	7.2
Kent	2	123	-	-	-	-	-	-	2	1.0
Lambton	3	74	-	-	-	-	-	-	3	1.5
Midwestern Ontario	10	528	3	194	-	-	-	-	13	6.6
Perth	1	50	1	43	-	-	-	-	-	-
Waterloo	6	330	1	103	-	-	-	-	2	1.0
Wellington	3	148	1	48	-	-	-	-	3	1.5
Georgian Bay	7	107	1	6	-	-	1	18	9	4.5
Bruce	1	16	-	-	-	-	-	-	1	0.5
Grey	1	32	-	-	-	-	1	18	2	1.0
Parry Sound	1	12	1	6	-	-	-	-	2	1.0
Simcoe	4	47	-	-	-	-	-	-	4	2.0
Northeastern Ontario	15	755	6	248	-	-	7	288	28	14.2
Algoma	2	191	1	90	-	-	1	27	4	2.0
Cochrane	3	120	2	36	-	-	2	72	7	3.6
Nipissing	-	-	-	-	-	-	-	-	2	1.0
Sudbury	9	396	3	122	-	-	1	168	13	6.6
Timiskaming	1	48	-	-	-	-	1	9	2	1.0
Lakehead-Northern Ontario	7	501	2	157	-	-	3	149	12	6.0
Kenora	3	35	-	-	-	-	2	112	5	2.5
Rainy River	2	52	1	7	-	-	1	37	4	2.0
Thunder Bay	2	414	1	150	-	-	-	-	3	1.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

TABLE 2
UNIONS REPRESENTING EMPLOYEES UNDER ONTARIO MUNICIPAL AGREEMENTS

UNION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%		
Canadian Operating Engineers	1	63	-	-	-	-	-	-	1	0.5	63	0.3
Civic Institute of Professional Personnel	-	-	-	-	2	152	-	-	2	1.0	152	0.7
Civil Service Association of Ontario	2	26	-	-	-	-	1	144	3	1.5	170	0.7
Electrical Workers (IBEW)	4	25	-	-	-	-	1	32	5	2.6	57	0.2
Electrical Workers (UE)	2	67	-	-	-	-	-	-	2	1.0	67	0.3
International Operating Engineers	3	118	-	-	-	-	-	-	3	1.5	118	0.5
Labourers	2	32	-	-	-	-	-	-	2	1.0	32	0.1
Office Employees	-	-	1	60	-	-	-	-	1	0.5	60	0.3
Public Employees	104	12,157	41	6,477	-	-	24	4,172	169	85.8	22,806	96.6
Retail Wholesale Employees	3	25	1	3	-	-	-	-	4	2.0	28	0.1
Teamsters	5	45	-	-	-	-	-	-	5	2.6	45	0.2
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 3

DURATION OF ONTARIO MUNICIPAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
One year	7	312	3	39	-	-	2	277	12	6.1	628	2.7
Between one and two years	17	614	3	388	-	-	-	-	20	10.1	1,002	4.2
Two years	94	11,247	32	5,867	2	152	22	4,007	150	76.1	21,273	90.1
Between two and three years	5	124	2	14	-	-	-	-	7	3.6	138	0.6
Three years	3	261	3	232	-	-	2	64	8	4.1	557	2.4
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 4
MONTH AND YEAR OF EXPIRATION OF ONTARIO MUNICIPAL AGREEMENTS

	MONTH	TOTAL											
		1971		1972		1973		1974		AGREEMENTS		EMPLOYEES	
		Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
	January	-	-	3	59	15	1,944	5	186	23	11.6	2,189	9.3
	February	-	-	2	101	10	223	4	267	16	8.1	591	2.5
	March	1	32	5	174	8	311	2	312	16	8.1	829	3.5
	April	-	-	5	137	2	16	-	-	7	3.6	153	0.6
	May	-	-	3	133	5	176	-	-	8	4.1	309	1.3
	June	-	-	-	-	6	121	1	73	7	3.6	194	0.8
	July	-	-	1	16	-	-	-	-	1	0.5	16	0.1
	August	-	-	1	17	1	50	-	-	2	1.0	67	0.3
	September	-	-	1	27	6	273	-	-	7	3.6	300	1.3
	October	-	-	4	351	-	-	-	-	4	2.1	351	1.5
	November	-	-	-	-	1	43	-	-	1	0.5	43	0.2
	December	19	3,567	49	3,749	37	11,240	-	-	105	53.2	18,556	78.6
	Total	20	3,599	74	4,764	91	14,397	12	838	197	100.0	23,598	100.0

TABLE 5

SIZE OF BARGAINING UNITS COVERED BY ONTARIO MUNICIPAL AGREEMENTS

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS	EMPLOYEES		
Under 25 employees	56	595	13	120	-	-	8	105	77	39.1	820	3.5
25 - 49 employees	32	1,107	11	402	-	-	5	152	48	24.4	1,661	7.0
50 - 99 employees	16	1,076	8	557	2	152	5	342	31	15.8	2,127	9.0
100 - 199 employees	9	1,347	5	586	-	-	2	282	16	8.1	2,215	9.4
200 - 499 employees	7	2,340	4	1,260	-	-	3	917	14	7.1	4,517	19.1
500 - 999 employees	4	2,254	-	-	-	-	2	1,350	6	3.0	3,604	15.3
1,000 - 1,999 employees	1	1,839	2	3,615	-	-	1	1,200	4	2.0	6,654	28.2
2,000 - 4,999 employees	1	2,000	-	-	-	-	-	-	1	0.5	2,000	8.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 6
TYPE OF BARGAINING UNIT COVERED BY ONTARIO MUNICIPAL AGREEMENTS

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	No.	%	No.	%
Non-office employees	126	64.0	12,558	55.2
Office employees	43	21.8	6,540	27.7
Professional employees	2	1.0	152	0.7
Non-office and office employees	26	13.2	4,348	18.4
Total	197	100.0	23,598	100.0

SECTION 2

UNION SECURITY

TABLE 7

UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO MUNICIPAL AGREEMENTS

MEMBERSHIP REQUIREMENTS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS	EMPLOYEES
									No.	%
No provision	59	2,984	19	930	-	-	14	3,125	92	46.7
Union shop ¹	45	8,126	18	4,945	-	-	11	976	74	37.6
Modified union shop ²	10	1,151	4	609	2	152	1	247	17	8.6
Maintenance of membership ³	11	265	2	56	-	-	-	-	13	6.6
Other	1	32	-	-	-	-	-	-	1	0.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

1 - A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment.

2 - A modified union shop is the same as union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect.

3 - Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment.

TABLE 5

CHECK-OFF¹ PROVISIONS UNDER ONTARIO MUNICIPAL AGREEMENTS

TYPE OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agts.	Emps.	Agts.	Emps.	Agts.	Emps.	Agts.	Emps.	Agreements	Employees
No provision	3	14	1	3	-	-	-	-	4	2.0 17 0.1
Dues check-off only	89	5,070	25	1,776	2	152	23	3,652	139	70.6 10,650 45.1
Dues and initiation fees	9	1,236	5	294	-	-	1	325	15	7.6 1,855 7.9
Dues and assessments	17	5,805	9	4,242	-	-	2	371	28	14.2 10,418 44.1
Dues, initiation fees, and assessments	8	433	2	175	-	-	-	-	10	5.1 608 2.6
Other	-	-	1	50	-	-	-	-	1	0.5 50 0.2
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0 23,598 100.0

1 - Check-off is the arrangement whereby the employer regularly deducts from employees wages, union dues and other financial obligations to the union and remits the amounts to the union.

TABLE 9
AUTHORIZATION^{*} FOR DUES CHECK-OFF UNDER ONTARIO MUNICIPAL AGREEMENTS

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agts.	Emps.	Agts.	Emps.	Agts.	Emps.	Agts.	Emps.	Agreements	Employees
No provision for dues check-off	3	14	1	3	-	-	-	-	4	2.0 17 0.1
Compulsory for all employees	111	11,728	36	6,248	-	-	16	1,892	163	82.8 19,868 84.2
Voluntary for all employees	6	639	2	112	-	-	3	126	11	5.6 877 3.7
Modified-compulsory	6	177	3	127	2	152	6	2,303	17	8.6 2,759 11.7
Other	-	-	1	50	-	-	1	27	2	1.0 77 0.3
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0 23,598 100.0

* - Authorization for dues check-off was classified into three types:

(1) compulsory, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions; (2) voluntary, where employees may or may not authorize the employer to deduct union dues from their wages; and (3) modified-compulsory, where union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10

STANDARD DAILY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS	EMPLOYEES
									No.	%
7 hours	-	-	19	1,276	-	-	-	-	19	9.7
7½ hours	2	34	1	24	-	-	-	-	3	1.5
8 hours	98	10,193	-	-	-	-	1	27	99	50.3
8½ hours	1	4	-	-	-	-	-	-	1	0.5
9 hours	7	111	-	-	-	-	-	-	7	3.6
Varies for different groups of employees	14	2,119	21	5,192	-	-	22	2,416	57	28.9
Varies for different seasons	1	3	1	6	2	152	-	-	4	2.0
Number of hours per day not specified or cannot be determined	1	37	-	-	-	-	-	-	1	0.5
Other	2	57	1	42	-	-	3	1,905	6	3.0
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

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NUMBER OF HOURS	NON-OFFICE				NON-OFFICE AND OFFICE				TOTAL			
	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		EMPLOYEES	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	No.	%	No.	%
35 hours	-	-	19	1,276	-	-	-	-	19	9.7	1,276	5.4
37½ hours	2	34	1	24	-	-	-	-	3	1.5	58	0.2
40 hours	104	11,351	-	-	-	-	1	27	105	53.3	11,378	48.2
42 hours	1	17	-	-	-	-	-	-	1	0.5	17	0.1
42½ hours	1	4	-	-	-	-	-	-	1	0.5	4	0.0
44 hours	2	47	-	-	-	-	-	-	2	1.0	47	0.2
45 hours	7	111	-	-	-	-	-	-	7	3.6	111	0.5
55 hours	1	37	-	-	-	-	-	-	1	0.5	37	0.2
Varies for different groups of employees	8	957	21	5,192	-	-	22	2,416	51	25.9	8,565	36.3
Varies for different seasons	-	-	1	6	2	152	-	-	3	1.5	158	0.7
Other	-	-	1	42	-	-	3	1,905	4	2.0	1,947	8.2
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 13

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	54	7,774	21	3,244	1	88	15	2,394	91	46.2	13,500	57.2
Straight time	1	45	-	-	-	-	-	-	1	0.5	45	0.2
Time and one-half	71	4,739	16	3,016	-	-	8	904	95	48.3	8,659	36.7
Varies for different groups of employees	-	-	1	50	-	-	2	906	3	1.5	956	4.0
Equivalent time off	-	-	-	-	1	64	-	-	1	0.5	64	0.3
Equivalent time off or pay at time and one-half	-	-	1	90	-	-	-	-	1	0.5	90	0.4
Time and one-half or pay at time and one-half	-	-	3	137	-	-	-	-	3	1.5	137	0.6
Other	-	-	1	3	-	-	1	144	2	1.0	147	0.6
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 16

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON THE SIXTH DAY UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	91	5,438	34	1,501	2	152	18	3,640	145	73.6	10,731	45.5
Time and one-half	30	6,497	6	4,287	-	-	8	708	44	22.4	11,492	48.7
Double time	4	323	1	310	-	-	-	-	5	2.5	633	2.7
Equivalent time off or pay at time and one-half	-	-	1	412	-	-	-	-	1	0.5	412	1.7
Time and one-half off or pay at straight time	1	300	-	-	-	-	-	-	1	0.5	300	1.3
Time and one-half off or pay at time and one-half	-	-	1	30	-	-	-	-	1	0.5	30	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 17

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON THE SEVENTH DAY UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	94	5,602	34	1,501	2	152	17	3,555	147	74.6	10,810	45.8
Time and one-half	17	5,357	5	4,052	-	-	5	256	27	13.7	9,665	41.0
Double time	15	1,599	2	545	-	-	4	537	21	10.7	2,681	11.4
Equivalent time off or pay at time and one-half	-	-	1	412	-	-	-	-	1	0.5	412	1.7
Time and one-half off or pay at time and one-half	-	-	1	30	-	-	-	-	1	0.5	30	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 18

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	85	9,126	31	5,677	2	152	16	2,787	134	68.1
\$1.00 per meal	2	66	-	-	-	-	-	-	2	1.0
\$1.50 per meal	5	157	4	176	-	-	3	746	12	6.1
\$1.75 per meal	2	56	-	-	-	-	-	-	2	1.0
\$2.00 per meal	16	2,036	4	588	-	-	3	724	23	11.7
\$2.25 per meal	-	-	-	-	-	-	1	30	1	0.5
\$2.50 per meal	3	33	-	-	-	-	2	24	5	2.5
Meals paid, amount not specified	2	466	-	-	-	-	-	-	2	1.0
\$1.75 per meal paid or meal supplied	1	13	-	-	-	-	-	-	1	0.5
\$2.00 per meal paid or meal supplied	4	121	1	35	-	-	-	-	5	2.5
\$2.50 per meal paid or meal supplied	1	11	-	-	-	-	-	-	1	0.5
Meals furnished by the employer	5	473	3	64	-	-	1	37	9	4.6
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

SECTION 4

SHIFT PREMIUMS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	57	1,038	28	969	2	152	9	161	96	48.7	2,320	9.8
Cents per hour												
4 cents	1	30	-	-	-	-	-	-	1	0.5	30	0.1
7 cents	1	21	-	-	-	-	-	-	1	0.5	21	0.1
9 cents	1	30	-	-	-	-	1	144	2	1.0	174	0.7
10 cents	10	396	-	-	-	-	-	-	10	5.2	396	1.7
11 cents	-	-	-	-	-	-	1	30	1	0.5	30	0.1
12 cents	4	243	1	60	-	-	3	351	8	4.1	654	2.8
14 cents	4	581	1	113	-	-	-	-	5	2.5	694	2.9
15 cents	22	2,488	3	254	-	-	4	784	29	14.7	3,526	14.9
16 cents	2	92	-	-	-	-	1	325	3	1.5	417	1.8
17 cents	2	122	1	30	-	-	-	-	3	1.5	152	0.6
18 cents	10	1,613	6	2,458	-	-	-	-	16	8.2	4,071	17.3
20 cents	10	5,842	3	2,656	-	-	2	483	15	7.6	8,981	38.1
25 cents	1	45	-	-	-	-	-	-	1	0.5	45	0.2
Per cent of wages												
5 per cent	1	17	-	-	-	-	3	1,971	4	2.0	1,988	8.4
Varies for different groups of employees	-	-	-	-	-	-	1	85	1	0.5	85	0.4
Changes during the term of agreement	-	-	-	-	-	-	1	14	1	0.5	14	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

THIRD SHIFT PREMIUMS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	54	973	28	969	2	152	8	129	92	46.7	2,223	9.4
Cents per hour												
5 cents	-	-	-	-	-	-	1	32	1	0.5	32	0.1
6 cents	1	30	-	-	-	-	-	-	1	0.5	30	0.1
7 cents	1	21	-	-	-	-	-	-	1	0.5	21	0.1
9 cents	-	-	-	-	-	-	1	144	1	0.5	144	0.6
10 cents	3	64	-	-	-	-	-	-	3	1.5	64	0.3
12 cents	2	143	-	-	-	-	2	301	4	2.0	444	1.9
14 cents	1	66	-	-	-	-	-	-	1	0.5	66	0.3
15 cents	21	1,372	2	175	-	-	3	125	26	13.2	1,672	7.1
16 cents	5	696	-	-	-	-	3	1,014	8	4.1	1,710	7.2
17 cents	3	133	1	30	-	-	-	-	4	2.0	163	0.7
18 cents	14	1,915	6	2,458	-	-	-	-	20	10.2	4,373	18.5
20 cents	15	6,538	4	2,696	-	-	2	483	21	10.8	9,717	41.2
21 cents	1	310	1	113	-	-	-	-	2	1.0	423	1.8
25 cents	3	271	1	99	-	-	-	-	4	2.0	370	1.6
30 cents	1	9	-	-	-	-	-	-	1	0.5	9	0.0
Per cent of wages												
5 per cent	1	17	-	-	-	-	3	1,971	4	2.0	1,988	8.4
Varies for different groups of employees	-	-	-	-	-	-	2	135	2	1.0	135	0.6
Changes during the term of agreement	-	-	-	-	-	-	1	14	1	0.5	14	0.1

SECTION 5

PAY GUARANTEES

TABLE 21

REPORTING PAY GUARANTEES¹ UNDER ONTARIO MUNICIPAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No provision	78	3,717	41	6,496	2	152	19	2,247	140	12,612
½ hour of work or pay	1	170	-	-	-	-	-	-	1	0.5
1 hour of work or pay	2	154	-	-	-	-	-	-	2	1.0
2 hours of work or pay	10	530	-	-	-	-	2	130	12	6.1
3 hours of work or pay	8	2,069	-	-	-	-	1	14	9	4.6
4 hours of work or pay	23	5,625	2	44	-	-	4	1,957	29	14.7
Graduated payments	1	40	-	-	-	-	-	-	1	0.5
Other	3	253	-	-	-	-	-	-	3	1.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	23,598
									100.0	100.0

¹ - Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

TABLE 22
CULL-BACK PAY GUARANTEED¹ UNDER ONTARIO MUNICIPAL AGREEMENTS

MINIMUM GUARANTEED AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		EMPLOYEES	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	No.	%	No.	%
No provision	11	60	14	865	2	152	2	265	29	14.8	1,972	8.4
Minimum of 2 hours at straight time	2	46	1	32	-	-	-	-	3	1.5	78	0.3
Minimum of 3 hours at straight time	4	656	-	-	-	-	-	-	4	2.0	656	2.8
Minimum of 4 hours at straight time	1	30	1	90	-	-	1	12	3	1.5	132	0.6
Minimum of 2 hours at time and one-half	13	4,364	6	622	-	-	1	325	20	10.2	5,311	22.5
Minimum of 3 hours at time and one-half	6	629	2	48	-	-	-	-	8	4.1	677	2.9
Minimum of 4 hours at time and one-half	1	38	-	-	-	-	2	65	3	1.5	103	0.4
Minimum of 1 hour at double time	-	-	1	64	-	-	-	-	1	0.5	64	0.3
Minimum of 2 hours at straight time or actual hours worked at premium rate, whichever is greater	6	698	1	8	-	-	2	1,891	9	4.6	2,597	11.0
Minimum of 3 hours at straight time or actual hours worked at premium rate, whichever is greater	5	1,007	2	159	-	-	-	-	7	3.6	1,166	4.9
Minimum of 4 hours at straight time or actual hours worked at premium rate, whichever is greater	7	399	2	124	-	-	2	59	11	5.6	582	2.5
For minimum of 2 hours, rate paid not specified	4	155	-	-	-	-	-	-	4	2.0	155	0.7
For minimum of 4 hours, rate paid not specified	6	74	-	-	-	-	-	-	6	3.0	74	0.3
Minimum of 1 hour at applicable overtime rate	1	4	1	14	-	-	-	-	2	1.0	18	0.1
Minimum of 1-1/2 hours at appli- cable overtime rate	2	21	-	-	-	-	-	-	2	1.0	21	0.1
Minimum of 2 hours at applicable overtime rate	30	1,457	8	4,069	-	-	3	114	41	20.8	5,640	23.9
Minimum of 2-1/2 hours at appli- cable overtime rate	-	-	-	-	-	-	1	30	1	0.5	30	0.1
Minimum of 3 hours at applicable overtime rate	8	866	1	310	-	-	5	440	14	7.1	1,616	6.8
Minimum of 4 hours at applicable overtime rate	3	50	1	15	-	-	1	85	5	2.5	150	0.6
Other	16	1,374	2	120	-	-	6	1,062	24	12.2	2,336	10.8

SECTION 6

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

TABLE 23

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE				OFFICE				PROFESSIONAL				NON-OFFICE AND OFFICE				TOTAL			
	Agmts.		Empls.		Agmts.		Empls.		Agmts.		Empls.		Agmts.		Empls.		Agmts.		Empls.	
No provision	42	3,890	30	5,639	2	152	14	2,965	88	44.7	12,646	53.6								
Supplied at no cost to employees	68	8,312	11	868	-	-	9	782	88	44.7	9,962	42.2								
Supplied at some cost to employees	5	143	-	-	-	-	-	-	5	2.5	143	0.6								
Employer makes a monetary allowance	7	121	-	-	-	-	2	256	9	4.6	377	1.6								
Initial work clothing supplied at no cost to employee, re-placements at some cost	1	5	1	3	-	-	-	-	2	1.0	8	0.0								
Initial work clothing supplied at no cost to employee, monetary allowance provided for re-placements	1	45	1	30	-	-	-	-	2	1.0	75	0.3								
Other	2	42	-	-	-	-	1	345	3	1.5	387	1.7								
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0								

TABLE 24

MAINTENANCE* OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No.	EMPLOYEES No.
No provision	98	7,918	41	6,465	2	152	24	4,304	165	83.8
Maintained at no cost to employees	26	4,575	2	75	-	-	-	-	28	14.2
Maintained at some cost to employees	1	51	-	-	-	-	2	44	3	1.5
Monetary allowance provided for maintenance of work clothing	1	14	-	-	-	-	-	-	1	0.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

*Refers to Laundering and Cleaning Services.

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 25

PAID REST PERIODS UNDER ONTARIO MUNICIPAL AGREEMENTS

NUMBER OF DAILY PERIODS AND DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	47	5,180	17	2,850	2	152	12	2,572	78	39.6
1 period of 10 minutes	1	30	-	-	-	-	-	-	1	0.5
1 period of 15 minutes	1	7	1	30	-	-	-	-	2	1.0
2 periods, 10 minutes each	35	4,602	5	1,842	-	-	2	174	42	21.4
2 periods, 15 minutes each	36	1,805	18	1,391	-	-	12	1,602	66	33.5
2 periods, duration varies for morning and afternoon	2	656	1	412	-	-	-	-	3	1.5
2 periods, duration not specified	1	4	1	15	-	-	-	-	2	1.0
Periods and duration not specified	1	23	-	-	-	-	-	-	1	0.5
Other	2	251	-	-	-	-	-	-	2	1.0
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

TABLE 26

PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO MUNICIPAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		Agmts. Empls.	
	No.	%	No.	%	No.	%	No.	%	No.	%
No provision	104	9,337	43	6,540	2	152	22	3,930	171	86.9
1 period of 5 minutes	4	1,930	-	-	-	-	1	50	5	2.5
1 period of 10 minutes	2	12	-	-	-	-	-	-	2	1.0
1 period of 15 minutes	1	12	-	-	-	-	-	-	1	0.5
2 periods, 5 minutes each	7	764	-	-	-	-	3	368	10	5.1
2 periods, 10 minutes each	3	47	-	-	-	-	-	-	3	1.5
2 periods, 15 minutes each	1	45	-	-	-	-	-	-	1	0.5
Periods and duration not specified	4	411	-	-	-	-	-	-	4	2.0
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

TABLE 27

PAID JURY DUTY LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	27	871	9	294	-	-	7	161	43	21.9
Difference between regular pay and jury fees	92	10,984	32	6,126	2	152	18	4,043	144	73.1
Amount of pay not specified	4	632	2	120	-	-	-	-	6	3.0
Other	3	71	-	-	-	-	1	144	4	2.0
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

PAID RELEVANT LEAVES UNDER OTHER VACATION ARRANGEMENTS

MINIMUM NUMBER OF DAYS ALLOWED	NON-OFFICIAL		OFFICIAL		PROFESSIONAL		NON-OFFICIAL AND OFFICIAL		TOTAL	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	No.	%
No provision	9	207	1	6	-	-	1	144	11	5.6
2 days	1	10	-	-	-	-	-	-	1	0.5
3 days	65	7,867	20	4,712	-	-	20	3,979	105	53.4
5 days basic with one additional day if travel involved	1	120	1	9	-	-	-	-	2	1.0
3 days basic with 2 additional days if travel involved	3	727	3	392	-	-	-	-	6	3.0
3 days basic with 3 additional days if travel involved	2	21	-	-	-	-	-	-	2	1.0
3 days basic with 4 additional days if travel involved	1	61	1	42	-	-	-	-	2	1.0
3 days basic with 5 additional days if travel involved	1	24	1	14	-	-	-	-	2	1.0
3 days basic with 7 additional days if travel involved	2	22	-	-	-	-	1	26	3	1.5
3 days for death in immediate family, 1/2 day for other relatives	1	11	-	-	-	-	-	-	1	0.5
3 days for death in immediate family, 1 day for other relatives	19	973	8	488	-	-	3	104	29	14.8
3 days for death in immediate family, 2 days for other relatives	2	699	1	48	-	-	-	-	3	1.5
5 days for death in immediate family, 3 days for other relatives	1	14	-	-	-	-	-	-	1	0.5
3 days for death in immediate family, 1 or 1/2 day for other relatives	1	26	-	-	-	-	-	-	1	0.5
3 days for death in immediate family, 2 or 1 day for other relatives	2	626	1	310	-	-	-	-	3	1.5
4 days for death in immediate family, 2 or 1 day for other relatives	1	14	-	-	-	-	-	-	1	0.5
4 days for death in immediate family, 3 or 1 day for other relatives	1	66	-	-	-	-	-	-	1	0.5
7 days for death in immediate family, 3 or 1 day for other relatives	-	-	1	60	-	-	-	-	1	0.5
Not specified	5	100	2	45	2	152	1	15	10	5.1
Other	8	970	3	414	-	-	1	80	12	6.1

1,464 6.2

TABLE 29

PAID ANNUAL SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No paid sick leave plan	5	50	1	3	-	-	-	-	6	3.0	53	0.2
6 days	1	5	-	-	-	-	-	-	1	0.5	5	0.0
10 days	2	9	-	-	-	-	-	-	2	1.0	9	0.0
12 days	4	26	-	-	-	-	-	-	4	2.0	26	0.1
15 days	2	44	1	7	2	152	3	207	8	4.1	410	1.7
18 days	89	11,390	32	6,169	-	-	17	3,499	138	70.1	21,058	89.3
24 days	2	13	-	-	-	-	-	-	2	1.0	13	0.1
26 days	-	-	-	-	-	-	1	325	1	0.5	325	1.4
Varies with length of service	4	444	3	197	-	-	-	-	7	3.6	641	2.7
Allowance made per sickness	4	127	1	50	-	-	-	-	5	2.5	177	0.8
Allowance not specified	-	-	1	32	-	-	-	-	1	0.5	32	0.1
Other	13	450	4	82	-	-	5	317	22	11.2	849	3.6
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 30

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agmts.		Agmts.		Agmts.		Agmts.		Agreements	
	Empls.		Empls.		Empls.		Empls.		No.	%
No paid sick leave plan	5	50	1	3	-	-	-	-	6	3.0
Unused sick leave not cumulative	4	127	2	110	-	-	-	-	6	3.0
60 - 89 days	2	55	-	-	-	-	-	-	2	1.0
90 - 119 days	4	29	-	-	-	-	2	76	6	3.0
120 - 149 days	4	193	-	-	-	-	3	55	7	3.6
150 - 179 days	3	35	-	-	-	-	1	80	4	2.0
180 - 209 days	18	708	3	131	-	-	5	184	26	13.3
210 - 239 days	1	22	1	7	-	-	-	-	2	1.0
240 - 269 days	1	9	-	-	-	-	1	12	2	1.0
270 - 299 days	3	198	2	99	-	-	-	-	5	2.5
300 or more days	7	900	-	-	-	-	2	984	9	4.6
No limit specified	58	9,754	30	6,108	2	152	7	2,576	97	49.3
Sick leave converted to cash at year end	1	5	-	-	-	-	-	-	1	0.5
Unused sick leave converted to paid vacation	1	12	1	6	-	-	-	-	2	1.0
Other	14	461	3	76	-	-	5	381	22	11.2
Total	126	12,558	43	6,547	2	152	26	4,348	197	100.0
									23,598	100.0

TABLE 31

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

PERCENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No paid sick leave plan	5	50	1	3	-	-	-	-	6	3.0	53	0.2
Plans not specifying payment for unused allowance	22	1,607	7	671	-	-	4	199	33	16.8	2,477	10.5
25 per cent	1	21	1	12	-	-	-	-	2	1.0	33	0.1
33-1/3 per cent	1	13	-	-	-	-	-	-	1	0.5	13	0.1
50 per cent	78	9,780	29	5,668	2	152	15	3,205	124	63.0	18,805	79.7
66-2/3 per cent	-	-	-	-	-	-	1	14	1	0.5	14	0.1
100 per cent	3	56	-	-	-	-	-	-	3	1.5	56	0.2
Varies with length of service	6	698	1	7	-	-	2	681	9	4.6	1,386	5.9
Varies for different groups of employees	-	-	-	-	-	-	1	30	1	0.5	30	0.1
Other	10	333	4	179	-	-	3	219	17	8.6	731	3.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 33

PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS	EMPLOYEES
									No.	%
9 full holidays	8	233	-	-	-	-	1	12	9	4.6
9 full plus 2 half holidays	4	89	-	-	-	-	-	-	4	2.0
10 full holidays	24	713	5	223	-	-	4	197	33	16.8
10 full plus 1 half holidays	4	124	1	35	-	-	1	26	6	3.0
10 full plus 2 half holidays	14	213	3	49	-	-	5	154	22	11.2
10 full plus 3 half holidays	-	-	-	-	-	-	1	85	1	0.5
11 full holidays	57	9,021	26	5,396	2	152	10	3,124	95	48.2
11 full plus 1 half holidays	4	447	2	220	-	-	1	325	7	3.6
11 full plus 2 half holidays	7	1,021	4	600	-	-	-	-	11	5.6
12 full holidays	2	392	1	14	-	-	2	375	5	2.5
12 full plus 1 half holidays	2	305	1	3	-	-	-	-	3	1.5
Varies for different groups of employees	-	-	-	-	-	-	1	50	1	0.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

AMOUNT OF COMPENSATION	NON-OFFICE				NON-OFFICE AND OFFICE				TOTAL			
	NON-OFFICE		OFFICE		PROFESSIONAL		AGREEMENTS		EMPLOYEES			
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	No.	%	No.	%		
No provision	1	2	8	591	2	152	-	-	11	5.6	745	3.2
Straight time plus holiday pay	4	109	1	6	-	-	-	-	5	2.5	115	0.5
Time and one-half plus holiday pay	68	6,896	20	2,532	-	-	17	2,924	105	53.4	12,352	52.3
Double time plus holiday pay	37	2,803	6	514	-	-	4	381	47	23.9	3,698	15.7
Time and one-half, plus another day off with pay	2	2,061	2	472	-	-	1	144	5	2.5	2,677	11.3
Time and one-half, plus holiday pay or another day off with pay	1	45	-	-	-	-	-	-	1	0.5	45	0.2
Double time, plus holiday pay or another day off with pay	2	250	1	115	-	-	-	-	3	1.5	365	1.5
Time and one-half or equivalent time off, plus holiday pay	-	-	1	303	-	-	-	-	1	0.5	303	1.3
Double time or double time off, plus holiday pay	-	-	3	73	-	-	-	-	3	1.5	73	0.3
Pay varies with number of hours worked or for different holidays	8	331	-	-	-	-	2	218	10	5.1	549	2.3
Pay varies for different groups of employees	-	-	-	-	-	-	2	681	2	1.0	681	2.9
Other	3	61	1	1,934	-	-	-	-	4	2.0	1,995	8.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 35

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
Less than one year's service	1	14	2	67	-	-	1	144	4	2.0
1 year	114	12,371	40	6,470	2	152	24	4,189	180	91.4
2 years	10	161	1	3	-	-	1	15	12	6.1
Other	1	12	-	-	-	-	-	-	1	0.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

TABLE 37

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agreements	Employees
									No.	No.
No provision	6	49	1	7	-	-	-	-	7	56
10 Years	5	231	1	90	-	-	2	100	8	421
12 Years	3	198	2	39	-	-	1	247	6	484
13 Years	3	406	-	-	-	-	1	345	4	751
14 Years	5	382	1	113	-	-	-	-	6	495
15 Years	69	10,136	31	6,045	2	152	13	1,560	115	17,893
16 Years	4	193	2	70	-	-	2	84	8	347
17 Years	6	147	-	-	-	-	-	-	6	147
18 Years	8	339	1	60	-	-	3	81	12	480
19 Years	1	30	-	-	-	-	-	-	1	30
20 Years	10	241	2	30	-	-	1	26	13	305
25 Years	1	8	-	-	-	-	-	-	1	8
Changes during term of agreement	5	198	2	78	-	-	3	1,905	10	2,181
Total	126	12,558	43	6,540	2	152	26	4,348	197	23,598

TABLE 38

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	60	1,676	17	457	-	-	9	440	86	43.7	2,573	10.9
20 Years	11	481	4	141	-	-	4	426	19	9.7	1,048	4.5
22 Years	2	370	-	-	-	-	1	345	3	1.5	715	3.0
23 Years	1	51	1	30	-	-	-	-	2	1.0	81	0.3
24 Years	4	432	1	113	-	-	-	-	5	2.5	545	2.3
25 Years	40	9,221	19	5,735	2	152	10	3,119	71	36.1	18,227	77.2
26 Years	2	82	1	64	-	-	-	-	3	1.5	146	0.6
28 Years	2	107	-	-	-	-	-	-	2	1.0	107	0.5
30 Years	2	74	-	-	-	-	2	18	4	2.0	92	0.4
Changes during term of agreement	2	64	-	-	-	-	-	-	2	1.0	64	0.3
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

SECTION 8

HEALTH, INSURANCE AND PENSIONS

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL, MEDICAL AND SURGICAL INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL			
	Agrts.		Agrts.		Agrts.		Agrts.		Agrts.			
	Empls.		Empls.		Empls.		Empls.		No.	%		
No provision	1	30	-	-	-	-	-	-	1	0.5	30	0.1
50 per cent	1	2	-	-	-	-	-	-	1	0.5	2	0.0
60 per cent	1	7	-	-	-	-	1	12	2	1.0	19	0.1
65 per cent	1	29	-	-	-	-	-	-	1	0.5	29	0.1
66-2/3 per cent	15	235	2	14	2	152	3	171	22	11.2	572	2.4
70 per cent	1	12	1	6	-	-	-	-	2	1.0	18	0.1
75 per cent	15	512	5	175	-	-	2	218	22	11.2	905	3.9
80 per cent	5	391	2	124	-	-	-	-	7	3.6	515	2.2
85 per cent	4	113	1	14	-	-	-	-	5	2.5	127	0.6
87 per cent	-	-	1	30	-	-	-	-	1	0.5	30	0.1
90 per cent	3	161	2	83	-	-	-	-	5	2.5	244	1.0
94 per cent	-	-	-	-	-	-	1	50	1	0.5	50	0.2
100 per cent	66	10,511	25	5,821	-	-	12	3,566	103	52.3	19,898	84.3
Changes during term of agreement	12	543	4	273	-	-	6	301	22	11.2	1,117	4.7
Employer contributes a flat sum	-	-	-	-	-	-	1	30	1	0.5	30	0.1
Other	1	12	-	-	-	-	-	-	1	0.5	12	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

TABLE 40

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	22	416	2	15	-	-	4	105	28	14.2
50 per cent	5	1,175	3	747	-	-	-	-	8	4.1
66-2/3 per cent	15	1,150	4	186	2	152	5	2,689	26	13.2
70 per cent	1	12	1	6	-	-	-	-	2	1.0
75 per cent	13	417	3	80	-	-	3	296	19	9.7
80 per cent	6	558	2	124	-	-	1	247	9	4.6
85 per cent	2	73	1	24	-	-	1	50	4	2.0
87 per cent	-	-	1	30	-	-	-	-	1	0.5
90 per cent	3	161	2	83	-	-	-	-	5	2.5
100 per cent	46	6,934	18	4,620	-	-	6	734	70	35.5
Changes during term of agreement	9	1,067	6	625	-	-	4	115	19	9.7
Not specified	3	583	-	-	-	-	2	112	5	2.5
Other	1	12	-	-	-	-	-	-	1	0.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0
									23,598	100.0

AMOUNT OF BENEFITS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	22	416	2	15	-	-	4	105	28	14.2	536	2.3
\$2,000	4	3,912	3	3,689	2	152	-	-	9	4.6	7,753	32.9
\$3,000	1	16	-	-	-	-	-	-	1	0.5	16	0.1
\$4,000	2	200	-	-	-	-	-	-	2	1.0	200	0.8
\$5,000	15	413	3	55	-	-	1	9	19	9.7	477	2.0
\$6,000	2	55	1	40	-	-	-	-	3	1.5	95	0.4
\$7,000	1	32	-	-	-	-	-	-	1	0.5	32	0.1
\$7,500	3	153	2	54	-	-	-	-	5	2.5	207	0.9
\$8,000	2	58	1	6	-	-	1	80	4	2.0	144	0.6
\$9,000	1	167	-	-	-	-	-	-	1	0.5	167	0.7
\$10,000	9	189	1	32	-	-	2	29	12	6.1	250	1.1
\$20,000	1	9	1	15	-	-	-	-	2	1.0	24	0.1
Varies with income	18	2,349	13	1,262	-	-	6	2,455	37	18.9	6,066	25.7
Varies with income and sex	1	500	1	303	-	-	1	247	3	1.5	1,050	4.4
Changes during the term of agreement	3	69	1	14	-	-	-	-	4	2.0	83	0.3
Not specified	40	4,008	14	1,055	-	-	11	1,423	65	33.0	6,486	27.5
Other	1	12	-	-	-	-	-	-	1	0.5	12	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

PART II

RATES OF PAY

TABLE 45

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER
ONTARIO MUNICIPAL AGREEMENTS

Municipality, Union and Economic Region	L a b o u r e r				C l e r k - T y p i s t				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Eastern Ontario</u>									
Brockville City Corporation; and Public Employees 115 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	2.95 3.16	Hrly. "	- -	- -	- -	- -	Dec. 31, 73
Cornwall City Corporation; and Pub- lic Employees 234 (Outside Em- ployees)	Apr. 1, 72 Oct. 1, 72	- -	3.06 3.26	" "	- -	- -	- -	- -	Mar. 31, 73
Cornwall City Corporation; and Office Employees 452 (Office Employees)	- - -	- - -	- - -	- - -	Apr. 1, 72 Oct. 1, 72 Apr. 1, 73	162.62 172.62 182.62	197.69 207.69 217.69	Bi-wkly. " "	Sep. 30, 73
Deep River Town Corporation; and Public Employees 740 (Outside Employees)	Jan. 1, 72 Dec. 1, 72	- -	3.10 3.17	Hrly. "	- -	- -	- -	- -	May 31, 73
Deep River Town Corporation; and Public Employees 740 (Office Employees)	- -	- -	- -	- -	Jul. 1, 71 Jul. 1, 72	- -	4,584.00 4,859.00	Yrly. "	Jun. 30, 73
Hawkesbury Town Municipal Corpor- ation; and Public Employees 1026 (Outside and Office Employees)	Jan. 1, 72 Jul. 1, 72 Jan. 1, 73 Jul. 1, 73	- - - -	3.14 3.34 3.44 3.69	Hrly. " " "	Jan. 1, 72 Jul. 1, 72 Jan. 1, 73 Jul. 1, 73	- - - -	79.45 87.85 91.95 101.95	Wkly. " " "	Dec. 31, 73

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Eastern Ontario cont'd								
Kingston City Corporation; and Public Employees 109 (Outside Employees)	Apr. 1, 72	\$ -	\$ 3.50	Hrly.	-	-	\$ -	-
Nepean Township Corporation; and Public Employees 1021 (Outside Employees)	Jul. 1, 71	-	3.25	"	-	-	-	-
Nepean Township Corporation; and Public Employees 1246 (Office Employees)	-	-	-	-	Jan. 1, 72 Jan. 1, 73	5,203.00 5,411.00	5,748.00 5,978.00	Yrly. "
Ottawa City Corporation; and Public Employees 503 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	3.43 3.65	3.69 3.91	Hrly. "	-	-	-	-
Ottawa-Carleton Municipality; and Public Employees 503 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	3.43 3.65	3.69 3.91	" "	-	-	-	-
Pembroke City Corporation; and Public Employees 24 (Outside Employees)	Jan. 1, 72 Oct. 1, 72	-	3.06 3.26	" "	-	-	-	-
Renfrew Town Municipal Corporation; and Public Employees 121 (Outside Employees)	Jan. 1, 72 Jul. 1, 72	-	3.10 3.30	" "	-	-	-	-

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement		
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum	Pay Period
<u>Eastern Ontario cont'd</u>									
Vanier City Corporation; and Public Employees 20 (Outside Employees)	Jan. 1, 72	-	3.52	Hrly.	-	-	-	-	Dec. 31, 72
Vanier City Corporation; and Public Employees 954 (Office Employees)	-	-	-	-	Jan. 1, 72	5,561.69	6,127.31	Yrly.	Dec. 31, 72
<u>Lake Ontario</u>									
Belleville City Corporation; and Public Employees 907 (Outside Employees)	Jan. 1, 72 Jul. 1, 72 Jan. 1, 73	- - -	3.50 3.61 3.95	Hrly. " "	- - -	- - -	- - -	- - -	Dec. 31, 73
Belleville City Corporation; and Public Employees 140 (Office Employees)	-	-	-	-	Jan. 1, 72	4,974.00	5,849.00	Yrly.	Dec. 31, 72
Bowmanville Town Municipal Corpor- ation; and Public Employees 74 (Outside Employees)	Mar. 1, 72	-	3.43	Hrly.	-	-	-	-	Feb. 28, 73
Cobourg Town Municipal Corporation; and Public Employees 25 (Outside Employees)	Feb. 2, 72	-	3.18	"	-	-	-	-	Jan. 31, 73

Dec. 31, 72

Dec. 31, 72

Dec. 31, 73

Dec. 31, 72

Feb. 28, 73

Jan. 31, 73

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay period	Effective Date	Minimum		Maximum
Lake Ontario cont'd								
Dysart, Bruton, Clyde, Dudley, Guilford, Harburn, Harcourt, Havelock & Eyre Township Corpor- ations; and Public Employees 142 (Outside Employees)	Jan. 1, 72	\$ -	\$ 2.75	Hrly.	-	\$ -	\$ -	-
Hastings County Corporation; and International Operating Engineers 793 (Outside Employees)	Feb. 1, 72 Aug. 1, 72	- -	2.39 2.49	" "	- -	- -	- -	- -
Lindsay Town Corporation; and Pub- lic Employees 855 (Outside Em- ployees)	Aug. 1, 71	-	2.98	"	-	-	-	-
Northumberland & Durham United Counties; and Public Employees 1203 (Outside Employees)	Apr. 1, 72 Oct. 1, 72 Apr. 1, 73	- - -	2.85 3.00 3.10	" " "	- - -	- - -	- - -	- - -
Peterborough City Corporation and Parks Management Board; and Pub- lic Employees 504 (Outside Employees)	Oct. 1, 71 Oct. 1, 72	- -	3.51 3.76	" "	- -	- -	- -	- -
Peterborough County Corporation; and Public Employees 1306 (Out- side Employees)	Oct. 2, 70 Oct. 2, 72	- -	2.52 2.66	" "	- -	- -	- -	- -
Picton Town Corporation; and Public Employees 1255 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	2.44 2.66	" "	- -	- -	- -	- -

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement		
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum	Pay Period
Central Ontario cont'd									
Brampton Town Municipality; and Public Employees 831 (Outside Employees)	Nov. 1, 71	\$ -	3.41	Hrly.	-	\$ -	-	-	Oct. 31, 72
Burlington Town Corporation (Works Division); and Public Employees 44 (Outside Employees)	Feb. 1, 72	-	3.61	"	-	-	-	-	Jan. 31, 73
Burlington Town Corporation (Depart- ment of Recreational Services); and Public Employees 44 (Office Employees)	Feb. 1, 72	-	3.61	"	-	-	-	-	Jan. 31, 73
Burlington Town Corporation; and Public Employees 44 (Office Employees)	-	-	-	-	Jun. 6, 72	4,974.00	5,760.00	Yrly.	Jun. 5, 73
East York Borough Corporation; and Public Employees 114 (Outside Employees)	Jan. 1, 71	-	3.58	Hrly.	-	-	-	-	Dec. 31, 71
East York Borough Corporation; and Public Employees 114 (Office Employees)	-	-	-	-	Jan. 1, 71	96.21	105.28	Wkly.	Dec. 31, 71
Etobicoke Borough Corporation; and Public Employees 185 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.87 4.14	Hrly. "	- -	- -	- -	- -	Dec. 31, 73

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Central Ontario cont'd								
Georgetown Town Corporation; and Public Employees 73 (Outside Employees)	Apr. 1, 71	-	\$ 3.12	Hrly.	-	\$ -	\$ -	-
Markham Town Corporation; and Public Employees 1219 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	-	3.65 3.75	" "	-	-	-	-
Mississauga Town Corporation; and Public Employees 66 (Outside Employees)	Mar. 1, 72 Sep. 1, 72 Mar. 1, 73	-	3.69 3.80 3.95	" " " " " "	-	-	-	-
North York Borough Corporation; and Public Employees 94 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	-	3.87 4.10	" " " "	-	-	-	-
North York Borough Corporation; and Public Employees 373 (Office Employees)	- -	-	-	-	Jan. 1, 72 Jan. 1, 73	112.67 118.92	128.43 135.57	Wkly. "
Oakville Town Corporation; and Pub- lic Employees 136 (Outside Em- ployees)	Feb. 14, 72	-	3.66	Hrly.	-	-	-	-
Oshawa City Corporation; and Public Employees 250 (Outside Employees)	Apr. 1, 72 Apr. 1, 73	4.05 4.29	4.18 4.43	" " " "	-	-	-	-
Oshawa City Corporation; and Public Employees 251 (Office Employees)	-	-	-	-	Nov. 1, 71	5,754.00	6,377.00	Yrly.

TABLE 43 cont'd

Municipality, Union and Economic Region	Labourer			Clerk - Typist			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay period	Effective Date	Minimum		Maximum
Central Ontario cont'd								
Toronto Metropolitan Municipality; and Public Employees 43 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.87 4.26	Irly. "	- -	- -	\$ -	- -
Vaughan Town Corporation; and Public Employees 1090 (Outside Employees)	May 19, 72 Feb. 1, 73 Aug. 1, 73	3.08 3.21 3.34	3.28 3.41 3.54	" " "	- - -	- - -	- - -	- - -
Vaughan Town Corporation; and Public Employees 1090 (Office Employees)	- -	- -	- -	- -	May 19, 72 Feb. 1, 73 Aug. 1, 73	5,160.91 5,353.84 5,546.77	5,694.80 5,907.69 6,120.58	Yrly. " "
Whitby Town Corporation; and Public Employees 53 (Outside Employees)	Jan. 1, 72 Jul. 1, 72 Jan. 1, 73 Jan. 1, 74	- - - -	3.47 3.64 3.86 4.01	Irly. " " "	- - - -	- - - -	- - - -	- - - -
York Borough Corporation; and Public Employees 10 (Outside Employees)	Jan. 1, 71	-	3.58	"	-	-	-	-
Niagara Region								
Brantford City Corporation; and Public Employees 181 (Outside Employees)	Mar. 1, 72	-	3.42	"	-	-	-	-
								Dec. 31, 72

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Niagara Region cont'd								
Brantford City Corporation; and Public Employees 181 (Office Employees)	-	\$ -	\$ -	-	Jan. 1, 72	3,914.00	4,461.00	Yrly.
Dundas Town Corporation; and Public Employees 1006 (Outside Employees)	Jan. 1, 72	-	3.39	Hrly.	-	-	-	Dec. 31, 72
Fort Erie Town Corporation; and Public Employees 714 (Outside Employees)	Apr. 1, 71	-	3.27	"	-	-	-	Dec. 31, 72
Hamilton City Corporation; and Pub- lic Employees 5 (Outside Employees)	Feb. 1, 72	-	3.68	"	-	-	-	Apr. 1, 72
Hamilton City Corporation; and Pub- lic Employees 167 (Office Employees)	-	-	-	-	Feb. 1, 72	99.28	108.50	Jan. 31, 73
Niagara Falls City Corporation; and Public Employees 133 (Outside and Office Employees)	Jan. 1, 72 Jul. 1, 72	- -	3.63 3.83	Hrly. " "	Jan. 1, 72 Jul. 1, 72	- -	5,831.00 6,152.00	Yrly. " "
Niagara Parks Commission; and Civil Service Association of Ontario (Outside Employees)	Jan. 2, 72	-	2.72	"	-	-	-	Dec. 31, 72
Niagara Regional Municipal (Roads Div.); and Public Employees 1287 (Outside Employees)	Jan. 1, 72 Jul. 1, 72	- -	3.66 3.88	" "	- -	- -	- -	Dec. 31, 72

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Niagara Region cont'd								
Niagara Regional Municipality (Water Treatment & Pollution Con- trol Div.); and Public Employees 1287 (Outside Employees)	Jan. 1, 72 Jul. 1, 72	- -	3.66 3.88	Hrly. "	- -	- -	\$ -	- -
Niagara Regional Municipality; and Public Employees 1287 (Office Employees)	- -	- -	- -	- -	Jan. 1, 72 Jul. 1, 72	- -	5,788.00 6,135.00	Yrly. "
Port Colborne City Corporation; and Public Employees 155 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.60 3.82	Hrly. "	- -	- -	- -	- -
Port Colborne City Corporation; and Public Employees 155 (Office Employees)	- -	- -	- -	- -	May 30, 72 Jan. 1, 73	- -	6,295.00 6,673.00	Yrly. -
Royal Botanical Gardens Board; and Public Employees 5 (Outside Employees)	Feb. 1, 72	-	3.68	Hrly.	-	-	-	-
St. Catharines City Corporation; and Public Employees 150 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.65 3.91	" "	- -	- -	- -	- -
St. Catharines City Corporation; and Public Employees 157 (Office Employees)	- -	- -	- -	- -	Jan. 1, 72 Jan. 1, 73	189.40 198.87	235.73 247.52	Bi-Wkly. "

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Lake Erie cont'd								
Ingersoll Town Corporation; and Public Employees 107 (Outside Employees)	Oct. 1, 71 Oct. 1, 72	- -	\$ 3.10 3.55	Hrly. "	- -	\$ -	\$ -	- -
London City Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 72	3.36	3.71	"	-	-	-	-
London City Corporation; and Public Employees 101 (Office Employees)	-	-	-	-	Jan. 1, 72	4,880.00	6,400.00	Yrly.
London Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 72	-	2.90	Hrly.	-	-	-	-
North Dorchester Township Corpora- tion; and Public Employees 107 (Outside Employees)	Jan. 1, 72	-	2.93	"	-	-	-	-
St. Thomas City Corporation; and Public Employees 35 (Outside Employees)	Oct. 16, 71	-	3.22	"	-	-	-	-
St. Thomas City Corporation; and Public Employees 841 (Office Employees)	-	-	-	-	Jan. 14, 71	4,277.00	4,695.60	Yrly.
Strathroy Town Corporation (Works Dept.); and Public Employees 14 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.36 3.51	Hrly. "	- -	- -	- -	- -
				</				

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Lake Erie cont'd								
Woodstock City Corporation; and Public Employees 240 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.39 3.58	Hrly. "	- -	- -	\$ -	- -
Woodstock City Corporation; and Public Employees 1146 (Office Employees)	-	-	-	-	Jan. 1, 72	79.00	100.00	Wkly.
Lake St. Clair								
Amherstburg Town Corporation; and Electrical Workers (I.B.E.W.) 911 (Outside Employees)	Apr. 1, 71	-	3.44	Hrly.	-	-	-	-
Chatham City Corporation; and Public Employees 12 (Outside Employees)	Jan. 1, 72	-	3.50	"	-	-	-	-
Essex County Corporation; and Team- sters 880 (Outside Employees)	Jul. 1, 71 Jul. 1, 72	- -	3.65 3.90	" "	- -	- -	- -	- -
Essex Town Corporation; and Public Employees 702 (Outside Employees)	Sep. 1, 71	-	3.40	"	-	-	-	-
Forest Town Corporation; and Public Employees 14 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	2.65 2.95	2.90 3.25	" "	- -	- -	- -	- -

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Lake St. Clair cont'd		\$	\$			\$	\$	
Kingsville Town Corporation; and Public Employees 528 (Outside Employees)	Apr. 2, 72	-	3.74	Hrly.	-	-	-	-
Leamington Town Corporation; and Public Employees 528 (Outside Employees)	Jan. 1, 72	-	3.65	"	-	-	-	-
Point Edward Village Corporation; and Public Employees 153 (Outside Employees)	Jan. 1, 72	-	3.30	"	-	-	-	-
Sandwich West Township Corporation; and Public Employees 701 (Outside Employees)	Jan. 1, 72	-	4.01	"	-	-	-	-
Samia City Corporation; and Public Employees 153 (Outside Employees)	Dec. 15, 71 Aug. 1, 72	-	3.33 3.42	" "	- -	- -	- -	- -
Tecumseh Town Corporation; and Public Employees 702 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	-	3.91 4.11	" "	- -	- -	- -	- -
Wallaceburg Town Corporation; and Labourers 749 (Outside Employees)	Jan. 1, 72 Jul. 1, 72	-	3.05 3.20	" "	- -	- -	- -	- -
Windsor City Corporation; and Public Employees 82 (Outside Employees)	Jan. 1, 72	-	4.05	"	-	-	-	-

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
<u>Georgian Bay cont'd</u>								
Collingwood Town Corporation; and Public Employees 1217 (Outside Employees)	May 15, 72	\$ 3.07	\$ 3.22	Hrly.	-	-	\$ -	-
Midland Town Corporation; and Civil Service Association of Ontario (Outside Employees)	Apr. 1, 72 Apr. 1, 73	- -	3.05 3.23	" "	- -	- -	- -	- -
Orillia City Corporation; and Public Employees 512 (Outside Employees)	Mar. 1, 71	-	3.03	"	-	-	-	-
Owen Sound City Corporation; and Public Employees 443 (Outside Employees)	Jan. 1, 72	-	3.38	"	-	-	-	-
Owen Sound City Corporation; and Public Employees 1189 (Office Employees)	-	-	-	-	Jan. 1, 72	-	96.37	Wkly.
Parry Sound Town Corporation; and Public Employees 17 (Outside Employees)	Jan. 1, 72	-	2.85	Hrly.	-	-	-	-
Parry Sound Town Corporation; and Public Employees 17 (Office Employees)	-	-	-	-	Jan. 1, 72	-	400.00	Mthly.

TABLE 43 cont'd

Municipality, Union and Economic Region	Labourer			Clerk - Typist			Expiry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Northeastern Ontario cont'd								
Neelon & Garson Townships Corporation; and Public Employees 33 (Office Employees)	-	-	-	-	Jan. 1, 72	425.00	464.00	Mthly.
North Bay City Corporation; and Public Employees 122 (Outside Employees)	Jan. 1, 72	-	3.45	Hrly.	-	-	-	-
Rayside Township Corporation; and Retail Wholesale Employees 579 (Outside Employees)	Jan. 1, 72	-	3.60	"	-	-	-	-
Sault St. Marie City Municipal Corporation; and Public Employees 3 (Outside Employees)	Feb. 1, 72	-	3.43	"	-	-	-	-
Sault Ste. Marie City Municipal Corporation; and Public Employees 67 (Office Employees)	-	-	-	-	Feb. 1, 72	378.00	462.00	Mthly.
Sturgeon Falls Town Corporation; and Public Employees 535 (Outside Employees)	Jan. 1, 72	-	3.30	Hrly.	-	-	-	-
Sudbury City Corporation, Sudbury Parks and Recreation Commission; and Public Employees 6 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.54 3.75	" "	- -	- -	- -	- -

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t				Expiry date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period
Lakehead-Northwestern Ontario cont'd								
Dryden Town Corporation; and Elec- tricial Workers (I.B.E.W.) 1730 (Outside and Office Employees)	Apr. 1, 70	-	2.60	Hrly.	Apr. 1, 70	-	390.50	Mthly.
Fort Frances Town Board of Parks; and Public Employees 65 (Outside Employees)	Feb. 1, 72 Feb. 1, 73	- -	3.55 3.83	" "	- -	- -	- -	- -
Fort Frances Town Corporation; and Public Employees 65 (Outside and Office Employees)	Feb. 1, 72 Feb. 1, 73	- -	3.52 3.80	" "	Feb. 1, 72 Feb. 1, 73	423.00 457.00	469.00 507.00	Mthly. "
Keewatin Town Municipal Corporation; and Teamsters 990 (Outside Employees)	May 1, 72 Nov. 1, 72	- -	3.02 3.12	" "	- -	- -	- -	- -
Kenora Town Municipal Corporation; and Public Employees 191 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.36 3.66	" "	- -	- -	- -	- -
Shuniah Municipality; and Public Employees 87 (Outside Employees)	Jan. 1, 71	-	2.93	"	-	-	-	-
Sioux Lookout Town Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.18 3.43	" "	- -	- -	- -	- -

TABLE 43 cont'd

Municipality, Union and Economic Region	L a b o u r e r			C l e r k - T y p i s t			Exmry Date of Agreement	
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum		Maximum
Lakehead-Northwestern Ontario cont'd								
Thunder Bay City Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 72 Jan. 1, 73	- -	3.73 4.03	Hrly. "	- -	- -	- -	- -
Thunder Bay City Corporation; and Public Employees 87 (Office Employees)	- -	- -	- -	- -	Jan. 1, 72 Jan. 1, 73	315.50 339.17	374.67 402.75	Mthly. "

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